



CATALOGUE NO. 6312.0

EMBARGOED UNTIL 11.30 A.M. 20 APRIL 1989

AWARD RATES OF PAY INDEXES, AUSTRALIA, JANUARY 1989

PHONE INQUIRIES

• *about these statistics and the availability of related unpublished statistics*— contact Janet Gunn on Canberra (062) 52 6581 or any ABS State office.

MAIL INQUIRIES

• *about other statistics and ABS services* — contact Information Services on Canberra (062) 52 6007, 52 6627, 52 5402 or any ABS State office.
• *write to* Information Services, ABS, P.O. Box 10, Belconnen, A.C.T. 2616 or any ABS State office.

ELECTRONIC SERVICES

• on VIATEL — key *656#.
• on AUSSTATS — phone (062) 52 6017.
• on TELESTATS — phone (062) 52 5404.

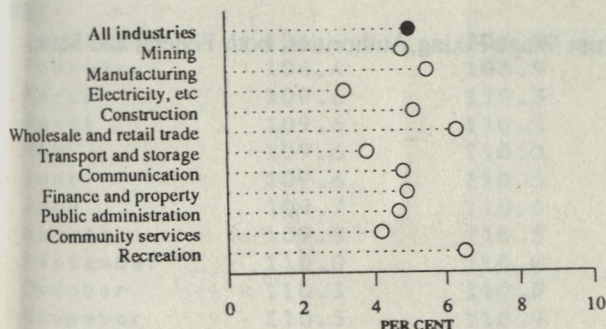
NOTE: Tables providing information on annual percentage change have been included in this issue for the first time. As a result, table and page numbers have changed from previous issues.

MAIN FEATURES

Annual Movements (January 1988 to January 1989)

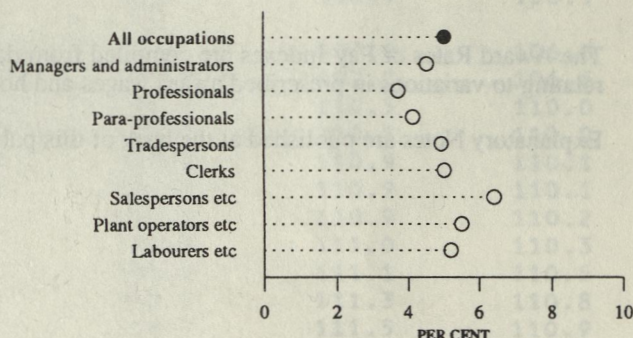
Over the 12 months to January 1989, the weekly indexes for full-time adults rose by 5.0 per cent for males and 6.0 per cent for females.

INDUSTRIES

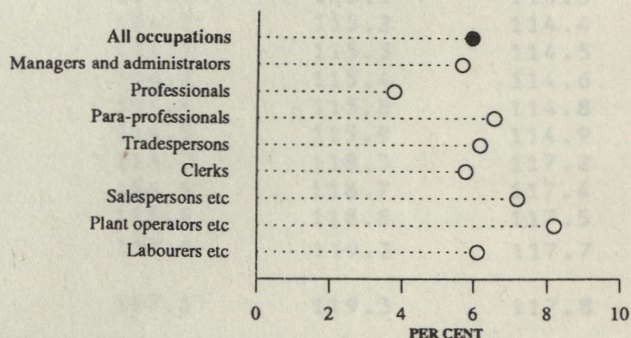
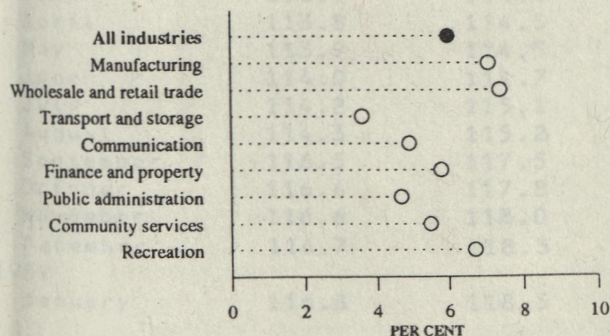


MALES

OCCUPATIONS



FEMALES



The largest movements over the period occurred for full-time adult males in the Wholesale and retail trade (6.3 per cent) and Recreation, personal and other services (6.5 per cent) industries. The largest movements for full-time adult females over the period occurred in the Manufacturing (7.1 per cent) and Wholesale and retail trade (7.3 per cent) industries. The smallest movements over the period were for full-time adult males in the Electricity, gas and water (3.2 per cent) and Transport and storage (3.8 per cent) industries and for full-time adult females in the Transport and storage industry (3.6 per cent).

In terms of occupation groups, the largest increases were for full-time adult male Salespersons and personal service workers (6.4 per cent) and full-time adult female Plant and machinery operators and drivers (8.2 per cent). The smallest increases in the weekly indexes over this period were for full-time adult male and female Professionals (3.7 and 3.8 per cent respectively).

Monthly Movements (December 1988 to January 1989)

The largest increases in the weekly indexes from December 1988 to January 1989 occurred for full-time adult males in the Mining industry (1.5 per cent) and for full-time adult females in the Wholesale and retail trade industry (0.5 per cent). This increase in the Mining index for full-time adult males results from increases in the award wages covering Coal miners in New South Wales and Queensland, effective from January 1989.

In terms of occupation, the largest movements during the period occurred for full-time adult male Salespersons and personal service workers (0.4 per cent) and full-time adult female Salespersons and personal service workers and Managers (0.3 per cent each).

At the State level, a number of States did not show any movement between December 1988 and January 1989. Queensland had the largest increase over the period.

Changes were mainly due to the continued flow through of August 1988 National Wage Case increases payable in January 1989.

Effect of National Wage Cases

The continuing inclusion of the March 1987 second tier and the August 1988 National Wage Case increases has resulted in small increases in the weekly and hourly indexes from the months in which they took effect.

NOTES

The Award Rates of Pay Indexes are compiled from data obtained from Wage Fixing Authorities, both Federal and State, relating to variations in prescribed award wages and hours.

Explanatory Notes are published at the back of this publication.

TABLE 1. AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : AUSTRALIA

BASE : JUNE 1985 = 100.0

Month	Weekly series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
1985						
June	100.0	100.0	100.0	100.0	100.0	100.0
July	100.0	100.0	100.0	100.0	100.0	100.0
August	100.0	100.0	100.0	100.0	100.0	100.0
September	100.0	100.0	100.0	100.0	100.0	100.0
October	100.0	100.0	100.0	100.0	100.0	100.0
November	103.8	103.8	103.8	103.8	103.8	103.8
December	103.8	103.8	103.8	103.8	103.8	103.8
1986						
January	103.8	103.8	103.8	103.8	103.9	103.8
February	103.8	103.8	103.8	103.8	103.9	103.8
March	103.8	103.8	103.8	103.8	103.9	103.8
April	103.8	103.8	103.8	103.8	103.9	103.9
May	103.8	103.8	103.8	103.9	103.9	103.9
June	103.8	104.2	104.0	103.9	104.3	104.0
July	106.3	106.6	106.4	106.3	106.7	106.4
August	106.3	106.6	106.4	106.3	106.8	106.4
September	106.3	106.7	106.4	106.3	106.8	106.5
October	106.3	106.7	106.4	106.3	106.8	106.5
November	106.3	106.7	106.4	106.3	106.9	106.5
December	106.3	106.8	106.4	106.3	106.9	106.5
1987						
January	106.4	106.9	106.5	106.5	107.0	106.6
February	106.4	106.9	106.5	106.5	107.0	106.6
March	109.6	110.3	109.8	109.8	110.5	110.0
April	109.6	110.3	109.8	109.8	110.5	110.0
May	109.6	110.3	109.8	109.8	110.9	110.1
June	109.6	110.3	109.9	109.8	110.9	110.1
July	109.7	110.4	109.9	109.8	110.9	110.2
August	109.8	110.5	110.0	109.9	111.0	110.3
September	110.0	110.6	110.2	110.2	111.1	110.5
October	110.3	110.7	110.4	110.5	111.3	110.8
November	110.5	110.9	110.6	110.7	111.5	110.9
December	111.2	111.6	111.3	111.4	112.2	111.7
1988						
January	111.3	111.8	111.5	111.5	112.4	111.8
February	113.6	114.3	113.8	113.8	114.9	114.1
March	113.7	114.4	113.9	114.0	115.1	114.3
April	113.8	114.5	114.0	114.1	115.2	114.4
May	113.9	114.5	114.1	114.1	115.3	114.5
June	114.0	114.7	114.2	114.2	115.4	114.6
July	114.2	115.1	114.4	114.4	115.8	114.8
August	114.3	115.2	114.6	114.5	115.9	114.9
September	116.5	117.5	116.8	116.7	118.3	117.2
October	116.6	117.8	117.0	116.9	118.7	117.4
November	116.6	118.0	117.1	116.9	118.8	117.5
December	116.7	118.3	117.2	117.0	119.2	117.7
1989						
January	116.8	118.5	117.4	117.1	119.3	117.8

TABLE 2. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY, AUSTRALIA

BASE : JUNE 1985 = 100.0

Industry	1988												1989
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.
MALES													
Mining	113.2	115.1	115.2	115.2	115.2	115.2	115.5	115.7	116.5	116.8	116.8	117.0	118.7
Manufacturing	112.2	114.6	114.7	114.8	114.9	114.9	115.2	115.3	118.1	118.3	118.3	118.4	118.4
Food, beverages and tobacco	111.0	113.4	113.5	113.7	113.7	113.8	113.9	114.0	116.5	116.9	116.9	117.1	117.1
Textiles; Clothing and footwear	112.5	115.9	115.9	115.9	115.9	116.0	118.2	118.7	121.6	121.9	122.0	122.0	122.0
Paper, paper products, printing and publishing	111.5	114.2	114.4	114.5	114.6	114.6	115.2	115.2	117.7	117.7	117.8	117.8	117.8
Metal products, machinery and equipment	112.8	115.0	115.1	115.1	115.2	115.2	115.2	115.3	117.9	117.9	118.0	118.0	118.0
Basic metal products	111.7	114.0	114.3	114.4	114.4	114.5	114.5	114.5	116.5	116.5	116.5	116.6	116.6
Fabricated metal products; Other machinery and equipment	113.4	115.7	115.9	116.0	116.0	116.0	116.2	116.2	119.6	119.7	119.7	119.8	119.8
Transport equipment	112.6	115.3	115.4	115.4	115.6	115.6	116.4	116.5	120.5	120.7	120.7	120.8	120.8
Other manufacturing(a)	111.1	113.0	113.0	113.0	113.1	113.1	113.1	113.1	114.7	114.7	114.7	114.7	114.7
Electricity, gas and water	111.4	113.9	114.1	114.2	114.3	114.3	114.4	114.4	117.0	117.0	117.0	117.0	117.0
Construction	111.1	113.4	113.6	113.9	113.9	114.0	114.2	114.8	116.9	117.2	117.3	117.7	118.0
Wholesale and retail trade	111.7	114.0	114.2	114.3	114.3	114.4	114.6	114.8	117.5	118.0	118.1	118.5	118.8
Wholesale trade	110.6	112.9	113.0	113.6	113.6	113.6	113.8	114.7	116.3	116.6	116.6	116.9	117.3
Retail trade	111.9	114.1	114.1	114.2	114.2	114.2	114.3	114.4	115.9	116.1	116.1	116.1	116.1
Transport and storage	113.2	114.9	115.4	115.4	115.4	115.4	115.4	115.4	118.7	118.7	118.7	118.7	118.7
Communication	109.9	111.9	112.1	112.1	112.1	112.7	112.8	112.9	115.0	115.2	115.2	115.3	115.3
Finance, property and business services	110.4	112.8	113.1	113.1	113.3	113.3	113.3	113.3	115.3	115.6	115.6	115.6	115.6
Public administration and defence(b)	109.9	111.9	112.2	112.3	112.4	112.7	112.8	112.9	114.3	114.4	114.5	114.5	114.6
Community services	110.5	113.5	113.6	113.6	113.6	114.0	114.0	114.5	117.2	117.3	117.3	117.4	117.7
Recreation, personal and other services	111.3	113.6	113.7	113.8	113.9	114.0	114.2	114.3	116.5	116.6	116.6	116.7	116.8
All industries(c)													
FEMALES													
Manufacturing	112.4	115.0	115.0	115.0	115.1	115.1	116.3	116.3	119.5	119.9	119.9	120.4	120.5
Food, beverages and tobacco	111.5	113.9	113.9	114.1	114.2	114.3	114.4	114.5	116.7	117.1	117.1	118.0	118.1
Textiles; Clothing and footwear	112.9	115.7	115.7	115.8	115.8	115.8	119.2	119.3	122.8	123.0	123.0	123.0	123.0
Paper, paper products, printing and publishing	111.9	114.3	114.5	114.6	114.7	114.8	115.6	115.6	118.6	118.9	118.9	119.4	119.5
Metal products, machinery and equipment	113.3	115.7	115.7	115.7	115.7	115.8	115.9	115.9	118.8	119.4	119.4	119.9	119.9
Other manufacturing(a)	112.2	114.8	114.8	114.8	114.8	114.9	115.4	115.4	120.6	120.9	121.0	121.6	121.7
Wholesale and retail trade	110.9	113.2	113.2	113.6	113.6	113.7	113.9	114.5	116.8	117.5	117.5	118.5	119.1
Wholesale trade	111.5	113.7	113.7	113.9	113.9	114.0	114.3	114.4	116.9	117.9	117.9	119.1	119.5
Retail trade	110.6	112.9	112.9	113.4	113.4	113.5	113.7	114.5	116.7	117.3	117.3	118.2	118.8
Transport and storage	111.8	113.9	113.9	113.9	113.9	113.9	114.6	114.6	115.5	115.7	115.7	115.9	115.9
Communication	114.6	116.6	116.9	116.9	116.9	116.9	116.9	116.9	120.1	120.2	120.2	120.3	120.3
Finance, property and business services	110.6	112.7	112.7	112.7	112.7	112.7	113.3	113.6	113.6	116.0	116.3	116.3	116.9
Public administration and defence(b)	112.2	114.3	114.6	114.6	114.8	114.8	114.8	114.8	117.0	117.4	117.4	117.4	117.4
Community services	112.1	114.9	115.1	115.2	115.2	115.4	115.6	115.6	117.6	117.8	118.1	118.2	118.3
Recreation, personal and other services	110.5	113.1	113.2	113.2	113.2	113.2	113.7	114.1	116.4	117.0	117.3	117.3	117.9
All industries(c)	111.8	114.3	114.4	114.5	114.5	114.7	115.1	115.2	117.5	117.8	118.0	118.3	118.5
PERSONS													
Mining	113.2	115.1	115.2	115.2	115.2	115.2	115.6	115.8	116.6	116.9	116.9	117.1	118.8
Manufacturing	112.2	114.7	114.8	114.9	114.9	114.9	115.5	115.5	118.4	118.6	118.7	118.8	118.8
Food, beverages and tobacco	111.1	113.5	113.6	113.7	113.8	113.9	114.0	114.1	116.6	116.9	117.0	117.3	117.3
Textiles; Clothing and footwear	112.8	115.8	115.8	115.8	115.8	115.8	118.8	119.1	122.4	122.6	122.6	122.7	122.7
Paper, paper products, printing and publishing	111.5	114.3	114.4	114.5	114.6	114.6	115.3	115.3	117.9	117.9	118.0	118.1	118.1
Chemicals, petroleum, coal	111.6	114.0	114.0	114.0	114.0	114.0	114.1	114.1	116.5	116.7	116.9	117.2	117.2
Metal products, machinery and equipment	112.9	115.1	115.2	115.2	115.2	115.3	115.3	115.3	118.0	118.1	118.2	118.3	118.3
Basic metal products	111.8	114.0	114.4	114.4	114.4	114.5	114.5	114.5	116.5	116.6	116.6	116.6	116.6
Fabricated metal products; Other machinery and equipment	113.4	115.6	115.8	115.8	115.8	115.8	115.9	115.9	119.2	119.3	119.4	119.6	119.6
Transport equipment	112.9	114.9	114.9	114.9	115.0	115.0	115.0	115.0	117.4	117.5	117.5	117.5	117.5
Other manufacturing(a)	112.5	115.2	115.3	115.3	115.4	115.5	116.2	116.3	120.6	120.7	120.8	120.9	121.0
Electricity, gas and water	111.2	113.0	113.1	113.1	113.1	113.1	113.1	113.2	114.7	114.7	114.7	114.7	114.7
Construction	111.4	113.8	114.1	114.1	114.2	114.3	114.4	114.4	116.9	117.0	117.0	117.1	117.1
Wholesale and retail trade	111.1	113.3	113.4	113.8	113.8	113.9	114.1	114.7	116.8	117.3	117.4	117.9	118.4
Wholesale trade	111.7	113.9	114.1	114.2	114.2	114.3	114.5	114.7	117.4	118.0	118.1	118.7	119.0
Retail trade	110.6	112.9	113.0	113.5	113.5	113.6	113.8	114.6	116.5	116.8	116.9	117.4	117.9
Transport and storage	111.8	114.1	114.1	114.2	114.2	114.2	114.4	114.4	115.9	116.0	116.0	116.1	116.1
Communication	113.5	115.3	115.7	115.7	115.7	115.7	115.7	115.7	119.0	119.0	119.0	119.0	119.0
Finance, property and business services	110.2	112.3	112.4	112.4	112.4	113.0	113.2	113.2	115.5	115.7	115.7	116.1	116.2
Public administration and defence(b)	110.8	113.2	113.5	113.5	113.6	113.7	113.7	113.7	115.7	116.0	116.0	116.0	116.0
Community services	111.1	113.4	113.7	113.8	113.9	114.2	114.3	114.3	116.0	116.2	116.4	116.5	116.5
Recreation, personal and other services	110.5	113.3	113.4	113.4	113.4	113.6	113.9	114.3	116.8	117.2	117.3	117.4	117.8
All industries(c)	111.5	113.8	113.9	114.0	114.1	114.2	114.4	114.6	116.8	117.0	117.1	117.2	117.4

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing. (b) Excludes employees in the defence forces. (c) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

TABLE 3. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA

BASE : JUNE 1985 = 100.0

Occupation	1988													1989
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	
MALES														
Managers and administrators	109.9	111.7	111.8	111.9	112.0	112.4	112.5	112.6	114.2	114.5	114.5	114.7	114.8	
Professionals	109.6	111.2	111.4	111.5	111.6	111.9	112.0	112.0	113.3	113.4	113.5	113.5	113.7	
Building professionals and engineers	110.5	112.3	112.5	112.5	112.6	112.6	112.7	112.7	114.5	114.6	114.6	114.7	114.7	
Health, diagnostic and treatment practitioners	109.6	111.1	111.4	111.4	111.7	112.0	112.1	112.1	114.4	114.5	114.7	114.7	116.2	
Teachers and instructors	108.9	110.4	110.4	110.7	110.7	111.4	111.5	111.5	111.9	111.9	112.0	112.0	112.0	
Business professionals	110.1	111.8	111.9	112.0	112.0	112.2	112.2	112.2	114.2	114.5	114.5	114.8	114.9	
Other professionals	110.1	111.7	112.0	112.1	112.2	112.2	112.4	112.4	114.2	114.3	114.3	114.4	114.4	
Para-professionals	110.6	112.5	112.8	112.8	113.0	113.1	113.1	113.2	115.0	115.1	115.1	115.1	115.1	
Engineering, building associates and technicians	110.9	112.8	113.1	113.1	113.2	113.2	113.2	113.2	115.7	115.7	115.7	115.7	115.8	
Police	109.5	110.9	111.5	111.5	111.5	111.5	111.5	111.5	113.1	113.2	113.2	113.2	113.2	
Other para-professionals	110.9	112.9	113.2	113.2	113.5	113.6	113.7	113.8	115.3	115.5	115.5	115.6	115.6	
Tradespersons	112.0	114.2	114.4	114.4	114.5	114.6	114.7	114.9	117.4	117.4	117.4	117.4	117.5	
Metal	112.8	114.9	115.0	115.0	115.1	115.1	115.2	115.2	117.7	117.7	117.7	117.7	117.7	
Electrical and electronic	112.0	114.0	114.2	114.2	114.2	114.2	114.3	114.3	117.0	117.0	117.0	117.0	117.0	
Building	112.0	114.1	114.2	114.2	114.5	114.5	114.5	114.5	117.3	117.4	117.4	117.4	117.4	
Vehicle	111.4	113.7	113.9	113.9	113.9	114.0	114.1	114.9	116.6	116.6	116.6	116.6	116.6	
Other	111.1	114.0	114.1	114.4	114.5	114.6	115.1	115.3	117.8	118.1	118.1	118.1	118.2	
Clerks	111.4	113.4	113.8	113.8	113.8	114.0	114.1	114.2	116.3	116.7	116.7	116.9	117.0	
Salespersons and personal service workers	110.4	112.8	112.8	113.1	113.1	113.3	113.5	114.0	116.0	116.3	116.6	117.0	117.5	
Plant and machine operators, and drivers	111.7	114.2	114.4	114.5	114.5	114.5	114.9	115.0	117.4	117.5	117.6	117.6	117.8	
Rail and road transport drivers	111.2	113.9	114.0	114.2	114.2	114.2	114.5	114.7	117.4	117.5	117.6	117.7	117.8	
Machine operators	112.3	115.0	115.1	115.2	115.2	115.3	115.9	116.0	118.8	119.0	119.0	119.0	119.0	
Other plant operators	111.8	114.1	114.3	114.4	114.4	114.5	114.7	114.7	116.8	116.8	116.8	116.9	117.3	
Labourers and related workers	111.9	114.5	114.6	114.7	114.7	114.8	115.0	115.1	117.5	117.6	117.6	117.6	117.7	
Trades assistants and factory hands	112.4	115.0	115.1	115.2	115.2	115.2	115.6	115.6	118.3	118.5	118.5	118.5	118.6	
Construction and mining labourers	112.0	114.5	114.6	114.6	114.6	114.6	114.7	114.8	116.5	116.6	116.6	116.6	117.0	
Other labourers	111.4	114.0	114.2	114.2	114.2	114.4	114.5	114.8	117.1	117.2	117.2	117.2	117.3	
All occupation groups	111.3	113.6	113.7	113.8	113.9	114.0	114.2	114.3	116.5	116.6	116.6	116.7	116.8	
FEMALES														
Managers and administrators	111.1	113.4	113.4	113.7	113.8	113.9	114.1	114.3	116.2	116.5	116.7	117.1	117.5	
Professionals	109.7	111.5	111.6	111.8	111.9	112.4	112.5	112.5	113.5	113.7	113.7	113.8	113.9	
Teachers and instructors	109.3	111.0	111.0	111.3	111.3	112.0	112.1	112.1	112.7	112.9	112.9	112.9	112.9	
Other professionals	110.8	113.0	113.1	113.2	113.4	113.6	113.8	113.8	115.8	116.2	116.2	116.5	116.8	
Para-professionals	115.6	118.8	119.2	119.2	119.3	119.3	119.6	119.6	122.1	122.3	123.0	123.2	123.2	
Registered nurses	118.2	122.0	122.6	122.6	122.6	122.6	122.9	122.9	125.9	126.0	127.1	127.3	127.3	
Other para-professionals	110.9	113.1	113.3	113.3	113.4	113.6	113.8	113.8	115.4	115.7	115.7	115.8	115.9	
Tradespersons	111.9	114.5	114.6	114.6	114.6	114.7	115.2	115.3	118.2	118.2	118.5	118.5	118.8	
Clerks	111.6	113.8	113.9	113.9	113.9	114.1	114.4	114.4	116.7	117.3	117.3	118.0	118.1	
Stenographers	111.4	113.6	113.7	113.8	113.8	114.0	114.2	114.3	116.4	117.0	117.0	117.6	117.8	
Receptionists	111.9	114.2	114.3	114.3	114.3	114.5	115.0	115.0	117.3	118.2	118.2	118.9	119.0	
Other clerks	111.6	113.7	113.8	113.9	113.9	114.1	114.3	114.3	116.6	117.2	117.2	117.9	118.0	
Salespersons and personal service workers	112.1	115.0	115.1	115.4	115.4	115.5	115.7	116.2	118.7	118.9	119.2	119.7	120.1	
Salespersons	110.3	112.7	112.7	113.1	113.1	113.3	113.5	114.2	116.5	116.8	116.8	117.6	118.2	
Personal service workers	115.5	119.3	119.7	119.7	119.7	119.7	119.7	120.0	123.0	123.1	123.7	123.8	123.9	
Plant and machine operators, and drivers	112.6	115.2	115.2	115.3	115.3	115.3	115.8	117.9	121.7	121.7	121.7	121.7	121.8	
Machine operators	112.7	115.3	115.3	115.4	115.4	115.4	118.2	118.3	122.1	122.2	122.2	122.2	122.2	
Other plant and machine operators, and drivers	111.7	114.0	114.0	114.2	114.2	114.3	114.4	114.7	117.1	117.2	117.2	117.2	117.3	
Labourers and related workers	111.8	114.7	115.0	115.0	115.0	115.1	115.4	115.5	118.3	118.4	118.5	118.5	118.6	
Trades assistants and factory hands	112.9	115.5	115.6	115.6	115.7	115.7	116.2	116.3	119.7	119.7	119.7	119.8	119.8	
Cleaners	110.6	113.7	114.2	114.2	114.2	114.2	114.3	114.4	116.3	116.4	116.5	116.5	116.5	
Other labourers	111.4	114.5	114.8	114.8	114.8	114.9	115.1	115.3	117.9	118.1	118.2	118.3	118.5	
All occupation groups	111.8	114.3	114.4	114.5	114.5	114.7	115.1	115.2	117.5	117.8	118.0	118.3	118.5	
PERSONS														
Managers and administrators	110.2	112.0	112.1	112.3	112.4	112.7	112.9	112.9	114.6	114.9	115.0	115.1	115.4	
Professionals	109.7	111.3	111.4	111.6	111.7	112.1	112.2	112.2	113.4	113.5	113.6	113.6	113.8	
Building professionals and engineers	110.5	112.4	112.6	112.6	112.6	112.6	112.7	112.7	114.6	114.6	114.6	114.7	114.7	
Health, diagnostic and treatment practitioners	109.9	111.5	111.8	111.8	112.0	112.4	112.5	112.5	114.7	114.9	115.1	115.2	116.6	
Teachers and instructors	109.1	110.7	110.7	111.0	111.0	111.7	111.8	111.8	112.3	112.4	112.4	112.5	112.5	
Business professionals	110.4	112.2	112.4	112.4	112.4	112.6	112.7	112.7	114.7	115.1	115.1	115.5	115.5	
Other professionals	110.2	112.0	112.3	112.3	112.5	112.6	112.8	112.8	114.7	114.8	114.8	114.9	114.9	
Para-professionals	112.1	114.4	114.8	114.8	114.9	115.0	115.1	115.1	117.2	117.3	117.5	117.6	117.6	
Engineering, building associates and technicians	111.0	112.9	113.1	113.1	113.2	113.2	113.3	113.3	115.7	115.7	115.7	115.8	115.8	
Registered nurses	117.9	121.6	122.2	122.2	122.2	122.2	122.5	122.5	125.4	125.5	126.4	126.7	126.7	
Police	109.5	111.0	111.5	111.5	111.5	111.5	111.5	111.5	113.0	113.1	113.1	113.1	113.1	
Other para-professionals	110.4	112.5	112.6	112.7	113.0	113.1	113.3	113.3	114.9	115.0	115.1	115.1	115.1	
Tradespersons	112.0	114.3	114.4	114.5	114.5	114.6	114.8	114.9	117.4	117.5	117.5	117.5	117.6	
Metal	112.8	114.9	115.1	115.1	115.1	115.2	115.2	117.7	117.7	117.7	117.7	117.7	117.8	
Electrical and electronic	112.2	114.2	114.4	114.4	114.4	114.4	114.4	114.5	117.2	117.2	117.2	117.2	117.2	
Building	112.0	114.2	114.2	114.2	114.5	114.5	114.5	114.5	117.4	117.4	117.4	117.4	117.4	
Vehicle	111.4	113.7	113.9	113.9	113.9	114.0	114.1	114.9	116.6	116.6	116.6	116.6	116.7	
Other	111.1	114.0	114.0	114.3	114.3	114.4	115.0	115.1	117.7	117.9	118.1	118.1	118.2	
Clerks	111.5	113.6	113.8											

TABLE 4. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES
ANNUAL PERCENTAGE CHANGE JANUARY 1988 TO JANUARY 1989

BASE : JUNE 1985 = 100.0

Industry	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Annual change (%)									
MALES									
Mining	4.7	4.6	6.6	6.0	2.7	4.8	2.0	..	4.8
Manufacturing	4.8	5.8	5.6	5.8	6.9	6.5	2.5	2.8	5.5
Electricity, gas and water	1.9	3.4	5.4	4.2	1.9	5.9	4.6	4.6	3.2
Construction	5.6	4.1	5.4	5.2	5.1	5.6	4.2	3.3	5.1
Wholesale and retail trade	6.5	6.1	6.0	6.7	6.7	5.6	3.8	5.1	6.3
Transport and storage	3.3	4.1	2.9	5.6	4.8	4.7	4.1	5.0	3.8
Communication	4.9	4.6	4.9	4.9	5.1	4.7	4.9	4.9	4.8
Finance, property and business services	5.0	4.8	6.6	3.5	4.2	2.7	5.1	4.4	4.9
Public administration and defence(a)	3.1	5.4	6.6	4.6	6.6	3.2	3.1	4.1	4.7
Community services	4.1	2.8	7.0	4.1	4.3	4.4	3.5	3.8	4.2
Recreation, personal and other services	7.1	7.1	6.1	5.6	6.1	7.3	5.8	3.6	6.5
All industries(b)	4.6	5.0	5.7	5.2	5.3	5.0	3.8	3.9	5.0
FEMALES									
Manufacturing	6.9	7.5	6.1	7.1	7.8	7.2	3.0	3.8	7.1
Wholesale and retail trade	8.3	6.9	5.9	7.5	9.0	5.2	3.0	4.3	7.3
Transport and storage	3.1	3.7	2.9	5.4	6.6	3.2	3.1	3.1	3.6
Communication	4.8	5.1	4.7	5.1	5.3	5.2	4.5	4.8	4.9
Finance, property and business services	6.3	5.3	5.8	6.4	5.7	3.3	4.9	3.4	5.8
Public administration and defence(a)	4.2	4.2	6.2	4.1	5.9	5.2	3.8	4.5	4.7
Community services	6.2	4.5	6.7	4.7	5.1	4.8	3.7	6.2	5.5
Recreation, personal and other services	7.4	7.4	5.6	9.0	4.7	8.4	5.5	4.7	6.7
All industries(b)	6.4	5.7	6.1	6.0	5.8	5.2	3.9	5.0	6.0

(a) Excludes employees in the defence forces. (b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

TABLE 5. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES
ANNUAL PERCENTAGE CHANGE JANUARY 1988 TO JANUARY 1989

BASE : JUNE 1985 = 100.0

Occupation	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Annual change (%)									
MALES									
Managers and administrators	4.6	4.6	4.6	3.6	5.6	3.2	4.4	4.0	4.5
Professionals	4.0	2.7	5.7	3.2	3.9	3.4	4.8	4.1	3.7
Para-professionals	3.7	3.1	6.1	4.2	4.9	4.0	2.7	3.2	4.1
Tradespersons	4.3	5.3	5.3	5.1	5.5	5.9	3.6	3.6	4.9
Clerks	5.3	4.4	6.0	4.8	4.9	4.4	4.1	4.3	5.0
Salespersons and personal service workers	6.6	6.6	5.7	7.0	6.9	4.8	3.5	4.1	6.4
Plant and machine operators, and drivers	4.5	5.7	6.0	6.7	5.7	5.9	4.2	5.1	5.5
Labourers and related workers	4.6	5.8	5.8	5.5	5.3	5.4	3.7	2.8	5.2
All occupation groups	4.6	5.0	5.7	5.2	5.3	5.0	3.8	3.9	5.0
FEMALES									
Managers and administrators	5.9	6.0	5.9	5.0	6.0	4.0	3.3	3.0	5.7
Professionals	4.1	2.4	4.9	2.8	4.4	2.6	5.9	8.8	3.8
Para-professionals	7.0	7.0	8.7	5.6	5.7	4.1	2.1	2.5	6.6
Tradespersons	5.5	7.4	6.3	6.0	5.4	6.4	4.3	4.1	6.2
Clerks	6.9	4.7	5.5	6.6	6.4	5.5	3.8	4.2	5.8
Salespersons and personal service workers	7.7	7.5	6.5	7.2	7.0	5.2	4.0	4.3	7.2
Plant and machine operators, and drivers	7.0	9.1	7.1	7.1	6.7	8.4	5.9	4.3	8.2
Labourers and related workers	5.6	6.6	6.7	6.6	5.0	7.5	3.9	3.7	6.1
All occupation groups	6.4	5.7	6.1	6.0	5.8	5.2	3.9	5.0	6.0

TABLE 6. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES

BASE : JUNE 1985 = 100.0

Industry	1988			1989		1988		1989		1988		1989	
	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	
MALES													
NSW						Vic.			Qld				
Mining	114.5	117.2	117.2	119.9	112.0	117.0	117.2	117.2	114.6	119.1	119.3	122.2	
Manufacturing	112.2	117.5	117.6	117.6	112.6	119.1	119.1	119.1	111.7	118.0	118.0	118.0	
Food, beverages and tobacco	110.6	115.8	116.1	116.1	111.8	117.3	117.3	117.3	110.7	117.4	117.4	117.4	
Textiles; Clothing and footwear	112.0	120.8	120.9	120.9	112.7	122.5	122.5	122.5	111.0	118.2	118.2	118.2	
Paper, paper products, printing and publishing	111.5	117.9	117.9	117.9	111.3	117.2	117.3	117.3	110.1	118.2	118.2	118.2	
Metal products, machinery and equipment	112.7	117.2	117.3	117.3	113.3	118.6	118.6	118.6	113.2	119.0	119.0	119.0	
Basic metal products	111.1	114.8	114.9	114.9	112.8	117.4	117.5	117.5	111.3	118.6	118.6	118.6	
Fabricated metal products; Other machinery and equipment	113.9	119.5	119.7	119.7	114.1	120.2	120.2	120.2	113.5	119.8	119.8	119.8	
Transport equipment	113.1	116.9	116.9	116.9	112.8	117.8	117.8	117.8	113.5	117.4	117.4	117.4	
Other manufacturing(a)	113.7	120.5	120.6	120.6	113.0	122.7	122.8	122.8	110.8	116.9	116.9	116.9	
Electricity, gas and water	109.3	111.4	111.4	111.4	113.2	117.1	117.1	117.1	110.7	116.7	116.7	116.7	
Construction	110.6	116.8	116.8	116.9	112.7	117.3	117.3	117.3	111.7	117.7	117.7	117.7	
Wholesale and retail trade	111.2	117.1	117.8	118.0	111.5	117.6	117.8	118.6	111.1	117.5	117.6	117.6	
Wholesale trade	111.9	118.2	118.9	119.2	112.5	118.8	119.1	119.4	111.2	117.6	117.8	117.8	
Retail trade	110.5	115.9	116.7	116.8	110.6	116.5	116.5	117.8	111.0	117.4	117.4	117.4	
Transport and storage	111.6	115.2	115.3	115.3	112.4	117.0	117.0	117.0	113.1	116.4	116.4	116.4	
Communication	113.5	119.1	119.1	119.1	112.0	117.1	117.1	117.1	113.7	119.3	119.3	119.3	
Finance, property and business services	109.8	115.0	115.3	115.3	110.3	115.6	115.6	115.6	110.3	117.5	117.5	117.5	
Public administration and defence(b)	109.8	113.2	113.2	113.2	111.2	117.2	117.2	117.2	109.9	117.1	117.1	117.1	
Community services	109.3	113.5	113.5	113.8	110.3	113.4	113.4	113.4	110.5	118.2	118.2	118.2	
Recreation, personal and other services	110.4	118.2	118.2	118.2	111.7	118.8	118.8	119.7	110.1	116.8	116.8	116.8	
All industries(c)	111.1	115.9	116.0	116.2	111.9	117.3	117.3	117.4	111.5	117.7	117.8	117.9	
SA						WA			Tas.				
Mining	112.2	117.3	118.9	119.0	110.2	113.2	113.2	113.2	112.0	117.4	117.4	117.4	
Manufacturing	112.1	118.4	118.5	118.6	111.0	118.6	118.6	118.6	112.5	119.9	119.9	119.9	
Food, beverages and tobacco	110.8	118.5	119.3	119.3	110.4	117.7	117.7	117.7	110.9	118.6	118.6	118.6	
Textiles; Clothing and footwear	112.8	123.5	123.5	124.6	114.5	130.0	130.0	130.0	113.9	124.5	124.5	124.5	
Paper, paper products, printing and publishing	112.0	119.1	119.1	119.3	115.0	119.2	119.4	119.4	111.5	119.7	119.7	119.7	
Metal products, machinery and equipment	112.3	117.8	117.8	117.9	111.2	118.8	118.8	118.8	113.4	117.2	117.2	117.2	
Basic metal products	111.4	119.3	119.4	119.5	112.8	118.3	118.3	118.3	113.4	116.8	116.8	116.8	
Fabricated metal products; Other machinery and equipment	112.1	119.6	119.6	119.9	110.5	120.5	120.5	120.5	113.9	120.0	120.0	120.0	
Transport equipment	112.0	116.1	116.1	116.1	109.4	116.7	116.7	116.7	113.0	118.5	118.5	118.5	
Other manufacturing(a)	112.4	119.8	119.9	120.0	110.7	119.4	119.4	119.4	115.1	124.9	124.9	124.9	
Electricity, gas and water	113.1	117.8	117.8	117.8	109.3	111.4	111.4	111.4	111.2	117.8	117.8	117.8	
Construction	113.8	119.7	119.7	119.7	110.9	116.5	116.5	116.5	110.7	116.9	116.9	116.9	
Wholesale and retail trade	110.6	116.6	116.8	117.6	110.4	118.7	118.7	118.7	110.5	116.4	116.4	116.4	
Wholesale trade	110.8	117.2	117.3	118.2	110.4	117.8	117.8	117.8	111.2	117.4	117.4	117.4	
Retail trade	110.5	115.9	116.1	116.9	110.4	119.2	119.2	119.2	110.0	115.7	115.7	115.7	
Transport and storage	111.8	118.1	118.1	118.1	109.8	115.0	115.0	115.0	111.8	117.1	117.1	117.1	
Communication	113.7	119.3	119.3	119.3	113.5	119.3	119.3	119.3	113.6	118.9	118.9	118.9	
Finance, property and business services	109.8	113.6	113.6	113.7	109.4	114.0	114.0	114.0	109.0	111.9	111.9	111.9	
Public administration and defence(b)	110.5	115.6	115.6	115.6	109.8	117.1	117.1	117.1	112.6	116.3	116.3	116.3	
Community services	111.1	115.6	115.6	115.7	109.6	114.3	114.3	114.3	109.7	114.5	114.5	114.5	
Recreation, personal and other services	109.8	115.0	115.5	116.0	110.1	116.8	116.8	116.8	110.1	118.1	118.1	118.1	
All industries(c)	111.7	117.2	117.3	117.5	110.3	116.1	116.1	116.1	111.3	116.9	116.9	116.9	
FEMALES													
NSW						Vic.			Qld				
Manufacturing	112.0	118.6	119.7	119.7	112.9	121.3	121.3	121.3	112.8	119.6	119.7	119.7	
Food, beverages and tobacco	110.6	116.2	117.0	117.0	113.5	119.1	119.1	119.2	111.5	116.9	117.1	117.1	
Textiles; Clothing and footwear	113.9	123.3	123.5	123.5	112.3	122.6	122.6	122.6	114.7	124.2	124.2	124.2	
Paper, paper products, printing and publishing	111.3	118.5	120.2	120.2	111.8	118.9	118.9	119.0	111.9	119.7	119.7	119.7	
Metal products, machinery and equipment	112.5	118.6	119.8	119.8	114.3	120.2	120.2	120.2	114.0	119.8	119.9	119.9	
Other manufacturing(a)	112.6	118.7	120.6	120.6	112.3	124.6	124.6	124.6	112.3	118.2	118.2	118.2	
Wholesale and retail trade	110.5	117.0	119.7	119.8	111.8	118.2	118.3	119.6	111.4	117.9	118.0	118.0	
Wholesale trade	110.9	117.4	119.7	119.8	113.0	118.9	119.0	119.4	113.1	119.1	119.5	119.5	
Retail trade	110.3	116.7	119.7	119.7	111.3	117.9	117.9	119.6	110.9	117.5	117.5	117.5	
Transport and storage	111.7	114.9	115.2	115.2	112.4	116.6	116.6	116.6	112.4	115.7	115.7	115.7	
Communication	114.9	120.5	120.5	120.5	112.0	117.8	117.8	117.8	116.4	121.9	121.9	121.9	
Finance, property and business services	110.1	115.6	117.1	117.1	110.9	116.8	116.8	116.8	112.0	118.4	118.5	118.5	
Public administration and defence(b)	111.5	116.2	116.2	116.2	112.4	117.1	117.1	117.1	111.6	118.5	118.5	118.5	
Community services	111.7	118.2	118.5	118.6	113.1	118.2	118.2	118.2	111.8	118.9	119.3	119.3	
Recreation, personal and other services	110.5	118.6	118.7	118.7	111.0	117.6	117.6	119.3	110.5	116.4	116.4	116.7	
All industries(c)	111.4	117.6	118.5	118.5	112.5	118.7	118.7	118.9	111.9	118.6	118.8	118.8	
SA						WA			Tas.				
Manufacturing	111.8	118.1	119.3	119.7	111.6	119.9	120.2	120.2	113.7	121.9	121.9	121.9	
Food, beverages and tobacco	110.2	115.6	119.2	119.6	110.2	117.0	117.0	117.0	113.7	120.4	120.4	120.4	
Textiles; Clothing and footwear	114.8	124.8	124.8	124.9	114.8	125.7	125.7	125.7	114.9	125.8	125.8	125.8	
Paper, paper products, printing and publishing	112.0	118.4	118.4	119.4	113.4	119.9	120.3	120.3	111.1	120.3	120.3	120.3	
Metal products, machinery and equipment	113.0	118.9	118.9	119.3	110.3	120.1	120.8	120.8	113.3	119.1	119.1	119.1	
Other manufacturing(a)	111.2	118.1	118.1	118.7	110.2	121.4	122.0	122.0	
Wholesale and retail trade	110.0	116.3	116.3	118.2	110.1	119.9	120.0	120.0	110.1	115.9	115.9	115.9	
Wholesale trade	109.9	116.6	116.6	119.8	110.2	119.5	119.5	119.5	110.3	116.3	116.3	116.3	
Retail trade	110.0	116.1	116.1	117.6	110.0	120.0	120.1	120.1	110.1	115.8	115.8	115.8	
Transport and storage	111.9	117.8	117.8	117.9	110.3	117.6	117.6	117.6	109.7	113.2	113.2	113.2	
Communication	114.8	120.7	120.7	120.7	116.0	122.1	122.1	122.1	117.2	123.2	123.2	123.2	
Finance, property and business services	110.2	115.8	115.8	117.3	109.8	115.6	116.0	116.0	109.6	113.3	113.3	113.3	
Public administration and defence(b)	113.1	117.7	117.7	117.7	112.6	119.2	119.2	119.2	112.2	118.1	118.1	118.1	
Community services	113.4	118.6	118.6	118.7	111.8	117.3	117.4	117.5	110.9	116.3	116.3	116.3	
Recreation, personal and other services	110.1	116.7	117.2	120.1	110.3	115.4	115.4	115.4	110.1	119.3	119.3	119.3	
All industries(c)	112.0	117.6	118.0	118.7	111.3	117.6	117.8	117.8	111.2	117.0	117.0	117.0	

TABLE 7 . WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES

BASE : JUNE 1985 = 100.0

Occupation	1988			1989		1988		1989		1988		1989
	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.
	MALES											
	NSW				Vic.				Qld			
Managers and administrators	109.7	114.3	114.6	114.7	110.6	115.1	115.1	115.6	109.7	114.7	114.7	114.4
Professionals	109.4	113.2	113.3	113.8	109.8	112.7	112.7	112.7	110.7	116.9	117.0	117.0
Building professionals and engineers	109.8	113.6	113.6	113.7	111.5	115.2	115.2	115.2	110.4	116.7	116.8	116.9
Health, diagnostic and treatment practitioners	108.5	112.6	112.6	116.2	109.2	114.8	114.8	114.9	115.3	122.9	122.9	122.9
Teachers and instructors	109.1	112.4	112.4	112.4	108.6	110.4	110.4	110.4	109.8	114.6	114.6	114.6
Business professionals	110.1	114.7	115.6	115.6	110.1	113.8	113.8	113.8	110.4	117.0	117.2	117.2
Other professionals	110.0	114.3	114.3	114.4	110.8	114.7	114.7	114.7	109.7	116.4	116.5	116.5
Para-professionals	110.1	114.2	114.2	114.2	111.5	115.0	115.0	115.0	110.5	117.1	117.2	117.3
Engineering, building associates and technicians	110.4	115.2	115.3	115.3	112.1	116.3	116.3	116.3	110.5	117.0	117.1	117.5
Police	108.6	110.1	110.1	110.1	110.6	111.9	111.9	111.9	109.0	118.0	118.0	118.0
Other para-professionals	110.5	115.2	115.2	115.2	111.5	115.4	115.4	115.4	110.9	116.9	117.0	117.0
Tradespersons	111.8	116.6	116.6	116.6	112.4	118.3	118.3	118.3	112.3	118.2	118.2	118.3
Metal	112.8	117.0	117.0	117.1	113.3	118.7	118.7	118.7	113.3	118.4	118.4	118.5
Electrical and electronic	112.1	116.8	116.8	116.8	111.8	116.7	116.7	116.7	112.8	118.0	118.0	118.0
Building	110.9	115.4	115.4	115.4	113.4	118.7	118.7	118.7	111.6	118.3	118.3	118.3
Vehicle	111.1	115.6	115.6	115.6	111.5	117.5	117.5	117.5	112.6	117.9	117.9	118.2
Other	111.0	117.3	117.3	117.4	111.5	119.3	119.3	119.4	110.6	118.1	118.2	118.2
Clerks	111.1	116.4	116.9	116.9	112.1	116.9	116.9	117.0	111.1	117.7	117.8	117.8
Salespersons and personal service workers	110.2	116.8	117.5	117.6	110.6	116.2	116.6	117.9	110.3	116.6	116.7	116.7
Plant and machine operators, and drivers	111.4	116.0	116.0	116.5	112.4	118.8	118.8	118.8	111.9	118.0	118.1	118.6
Rail and road transport drivers	110.9	116.3	116.3	116.4	111.4	118.1	118.1	118.1	112.2	118.6	118.6	119.3
Machine operators	112.4	118.1	118.1	118.2	112.8	120.0	120.0	120.0	111.5	117.6	117.6	117.7
Other plant operators	111.4	114.9	114.9	115.8	113.0	118.5	118.5	118.5	111.9	117.9	117.9	118.6
Labourers and related workers	111.7	116.5	116.5	116.8	112.6	119.1	119.1	119.1	111.7	118.1	118.1	118.2
Trades assistants and factory hands	112.3	117.6	117.6	117.8	113.2	120.1	120.1	120.1	111.8	117.9	118.0	118.1
Construction and mining labourers	111.5	115.3	115.3	116.1	112.8	118.5	118.5	118.5	112.7	117.4	117.4	117.8
Other labourers	111.2	116.1	116.1	116.3	111.8	118.2	118.2	118.2	111.4	118.3	118.4	118.4
All occupation groups	111.1	115.9	116.0	116.2	111.9	117.3	117.3	117.4	111.5	117.7	117.8	117.9
	SA				WA				Tas.			
Managers and administrators	110.1	113.9	114.0	114.1	109.0	115.0	115.0	115.0	109.3	112.8	112.8	112.8
Professionals	109.7	113.1	113.3	113.3	108.9	113.1	113.1	113.1	109.2	112.9	112.9	112.9
Building professionals and engineers	111.8	115.3	116.0	116.0	109.9	113.6	113.6	113.6	110.4	116.6	116.6	116.6
Health, diagnostic and treatment practitioners	108.9	116.0	116.0	116.0	108.0	110.5	110.8	110.8	107.7	111.0	111.0	111.0
Teachers and instructors	109.0	110.7	110.7	110.7	108.4	113.0	113.0	113.0	108.6	110.8	110.8	110.8
Business professionals	109.8	113.9	113.9	114.1	109.8	114.1	114.2	114.2	109.9	113.6	113.6	113.6
Other professionals	110.4	113.9	114.4	114.4	109.5	113.2	113.2	113.2	109.2	113.6	113.6	113.6
Para-professionals	111.6	116.2	116.3	116.3	109.9	115.3	115.4	115.4	110.8	115.3	115.3	115.3
Engineering, building associates and technicians	112.0	117.0	117.0	117.0	109.9	113.7	113.7	113.7	110.4	116.1	116.1	116.1
Police	112.4	116.8	116.8	116.8	108.4	119.9	119.9	119.9	109.0	110.7	110.7	110.7
Other para-professionals	111.0	115.6	115.7	115.7	110.5	114.6	114.6	114.6	111.8	116.2	116.2	116.2
Tradespersons	112.6	118.3	118.4	118.4	110.7	116.9	116.9	116.9	111.6	118.2	118.2	118.2
Metal	112.6	118.0	118.0	118.0	110.4	116.5	116.5	116.5	112.6	118.3	118.3	118.3
Electrical and electronic	113.1	118.5	118.5	118.5	110.7	116.2	116.2	116.2	111.7	118.3	118.3	118.3
Building	114.1	120.0	120.0	120.0	111.9	117.8	117.8	117.8	111.3	117.3	117.3	117.3
Vehicle	111.1	116.0	116.0	116.0	110.4	117.4	117.4	117.4	112.1	117.2	117.2	117.2
Other	111.7	119.5	119.6	119.6	110.8	117.3	117.3	117.3	110.7	118.9	118.9	118.9
Clerks	111.7	116.8	116.9	117.1	110.6	115.9	116.0	116.0	111.3	116.2	116.2	116.2
Salespersons and personal service workers	110.2	116.2	116.5	118.0	110.7	118.2	118.3	118.3	110.3	115.6	115.6	115.6
Plant and machine operators, and drivers	112.1	119.3	119.6	119.6	110.2	116.5	116.5	116.5	112.1	118.8	118.8	118.8
Rail and road transport drivers	111.7	119.5	120.0	120.0	109.8	116.7	116.7	116.7	112.2	119.2	119.2	119.2
Machine operators	112.6	119.0	119.4	119.4	110.1	118.4	118.4	118.4	112.4	120.8	120.8	120.8
Other plant operators	112.3	119.2	119.3	119.3	110.4	115.7	115.7	115.7	111.9	117.3	117.3	117.3
Labourers and related workers	112.0	117.9	118.0	118.1	110.7	116.6	116.6	116.6	112.2	118.2	118.2	118.2
Trades assistants and factory hands	112.5	118.4	118.5	118.5	110.5	117.6	117.6	117.6	113.0	119.4	119.4	119.4
Construction and mining labourers	112.4	117.9	118.0	118.0	110.6	115.7	115.7	115.7	112.6	116.8	116.8	116.8
Other labourers	111.1	117.3	117.4	117.7	111.0	116.2	116.2	116.2	111.3	118.0	118.0	118.0
All occupation groups	111.7	117.2	117.3	117.5	110.3	116.1	116.1	116.1	111.3	116.9	116.9	116.9

TABLE 7 . WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES - continued

BASE : JUNE 1985 = 100.0

Occupation	1988			1989		1988		1989		1988		1989	
	Jan.		Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.
	FEMALES												
	NSW				Vic.				Qld				
Managers and administrators	110.6	116.1	117.1	117.1	111.7	117.5	117.5	118.4	112.7	119.0	119.3	119.3	
Professionals	109.6	113.7	113.9	114.1	109.8	112.4	112.4	112.4	110.8	116.2	116.2	116.2	
Teachers and instructors	109.3	112.7	112.7	112.7	109.3	111.2	111.2	111.2	110.4	115.1	115.1	115.1	
Other professionals	110.2	116.4	117.0	117.8	111.1	115.7	115.7	115.8	112.0	119.1	119.2	119.2	
Para-professionals	114.3	122.1	122.3	122.3	120.1	128.4	128.4	128.4	113.7	122.6	123.5	123.5	
Registered nurses	116.7	126.2	126.4	126.4	125.6	136.8	136.8	136.8	114.8	124.2	125.5	125.5	
Other para-professionals	110.3	115.5	115.7	115.7	112.0	116.1	116.1	116.2	110.8	118.4	118.5	118.5	
Tradespersons	112.9	118.9	119.0	119.0	111.3	118.8	118.8	119.5	110.5	117.0	117.0	117.4	
Clerks	110.7	116.7	118.3	118.3	112.3	117.6	117.6	117.6	112.5	118.7	118.8	118.8	
Stenographers	110.2	116.2	117.9	117.9	111.9	116.9	116.9	117.0	112.8	119.4	119.5	119.5	
Receptionists	110.5	117.4	119.1	119.1	112.6	118.3	118.3	118.3	113.8	120.1	120.1	120.1	
Other clerks	110.9	116.7	118.3	118.3	112.4	117.6	117.6	117.7	112.2	118.2	118.3	118.3	
Salespersons and personal service workers	112.0	119.5	120.7	120.7	113.0	120.1	120.1	121.5	111.3	118.2	118.5	118.5	
Salespersons	110.2	116.7	118.8	118.8	110.6	117.1	117.2	118.9	110.6	116.9	116.9	116.9	
Personal service workers	114.4	123.0	123.1	123.1	120.3	129.0	129.0	129.2	113.2	121.9	123.0	123.0	
Plant and machine operators, and drivers	113.4	121.2	121.2	121.3	112.1	122.2	122.2	122.2	113.0	120.9	120.9	121.0	
Machine operators	113.6	121.8	121.8	121.9	112.1	122.4	122.4	122.4	113.3	121.6	121.6	121.6	
Other plant and machine operators, and drivers	111.7	116.9	117.0	117.0	111.9	118.0	118.0	118.0	111.8	117.9	117.9	118.4	
Labourers and related workers	111.7	117.8	117.9	117.9	112.4	119.7	119.7	119.9	110.7	117.8	118.1	118.1	
Trades assistants and factory hands	112.8	118.8	118.9	118.9	113.2	121.0	121.0	121.1	111.6	117.8	117.8	117.8	
Cleaners	110.3	114.7	114.7	114.7	111.1	118.5	118.5	118.8	110.4	118.3	118.4	118.4	
Other labourers	111.4	118.7	118.8	118.9	111.6	118.2	118.2	118.5	110.5	117.6	118.0	118.0	
All occupation groups	111.4	117.6	118.5	118.5	112.5	118.7	118.7	118.9	111.9	118.6	118.8	118.8	
	SA				WA				Tas.				
Managers and administrators	110.9	115.8	116.1	116.4	111.1	117.4	117.7	117.7	109.9	114.3	114.3	114.3	
Professionals	110.0	113.0	113.0	113.1	109.0	113.7	113.7	113.7	108.9	111.7	111.7	111.7	
Teachers and instructors	109.5	112.1	112.1	112.1	108.7	113.3	113.3	113.3	108.8	111.4	111.4	111.4	
Other professionals	111.8	116.2	116.4	116.8	109.6	114.8	114.8	114.9	109.5	113.5	113.5	113.5	
Para-professionals	117.5	124.1	124.1	124.2	114.1	120.6	120.6	120.6	115.3	120.0	120.0	120.0	
Registered nurses	120.4	127.4	127.4	127.4	116.4	124.1	124.1	124.1	117.9	123.5	123.5	123.5	
Other para-professionals	112.5	118.1	118.2	118.4	109.4	113.2	113.2	113.3	109.8	112.6	112.6	112.6	
Tradespersons	112.1	118.7	118.7	118.9	111.3	117.3	117.3	117.3	112.8	120.1	120.1	120.1	
Clerks	111.1	116.7	117.3	118.4	110.8	117.4	117.8	117.8	111.1	117.2	117.2	117.2	
Stenographers	110.5	116.3	117.0	118.5	109.9	116.4	116.9	116.9	110.5	117.4	117.4	117.4	
Receptionists	111.6	117.3	117.8	118.9	111.9	119.2	119.6	119.6	111.8	119.6	119.6	119.6	
Other clerks	111.2	116.7	117.3	118.3	110.6	117.1	117.5	117.5	111.0	116.5	116.5	116.5	
Salespersons and personal service workers	112.6	119.0	119.2	120.7	112.1	119.8	119.9	119.9	111.3	117.1	117.1	117.1	
Salespersons	110.1	116.4	116.7	118.7	110.2	118.2	118.4	118.4	110.0	115.9	115.9	115.9	
Personal service workers	120.2	126.8	126.8	126.8	115.6	122.8	122.8	122.8	114.9	120.8	120.8	120.8	
Plant and machine operators, and drivers	113.8	121.5	121.8	121.8	111.8	119.4	119.4	119.4	114.0	123.6	123.6	123.6	
Machine operators	113.9	121.9	122.2	122.2	112.8	121.8	121.8	121.8	114.0	123.6	123.6	123.6	
Other plant and machine operators, and drivers	113.3	119.2	119.6	119.7	109.3	112.8	112.8	112.8	113.0	122.2	122.2	122.2	
Labourers and related workers	112.7	119.8	119.9	120.2	111.3	116.8	116.8	116.9	111.0	119.3	119.3	119.3	
Trades assistants and factory hands	113.0	119.3	119.4	119.4	110.9	119.3	119.3	119.3	113.6	121.1	121.1	121.1	
Cleaners	112.5	120.5	120.6	120.6	110.4	114.5	114.5	114.5	110.3	119.5	119.5	119.5	
Other labourers	112.6	120.1	120.1	120.8	111.7	116.9	117.0	117.0	110.6	118.8	118.8	118.8	
All occupation groups	112.0	117.6	118.0	118.7	111.3	117.6	117.8	117.8	111.2	117.0	117.0	117.0	

TABLE 8. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : STATES AND TERRITORIES

BASE : JUNE 1985 = 100.0

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Males									
1988									
January	111.1	111.9	111.5	111.7	110.3	111.3	109.8	110.6	111.3
February	113.5	114.1	113.6	113.8	112.5	113.7	111.5	112.1	113.6
March	113.5	114.2	114.2	113.9	112.8	113.8	111.6	112.1	113.7
April	113.6	114.3	114.3	114.0	113.1	113.8	111.6	112.2	113.8
May	113.6	114.3	114.4	114.1	113.3	113.9	111.8	112.2	113.9
June	113.7	114.4	114.5	114.1	113.4	113.9	112.3	112.5	114.0
July	113.8	114.6	114.7	114.4	113.7	114.1	112.4	112.5	114.2
August	114.0	114.8	114.8	114.5	113.7	114.2	112.4	112.5	114.3
September	115.7	117.1	117.6	117.0	115.8	116.8	113.9	114.6	116.5
October	115.8	117.3	117.7	117.2	116.0	116.9	113.9	115.0	116.6
November	115.9	117.3	117.7	117.2	116.1	116.9	113.9	115.0	116.6
December	116.0	117.3	117.8	117.3	116.1	116.9	113.9	115.0	116.7
1989									
January	116.2	117.4	117.9	117.5	116.1	116.9	113.9	115.0	116.8
Annual change (%)	4.6	5.0	5.7	5.2	5.3	5.0	3.8	3.9	5.0
Females									
1988									
January	111.4	112.5	111.9	112.0	111.3	111.2	110.6	111.4	111.8
February	114.2	115.0	114.0	114.1	113.3	113.3	112.4	113.2	114.3
March	114.2	115.0	114.8	114.1	113.3	113.9	112.4	113.2	114.4
April	114.3	115.2	114.8	114.1	113.7	113.9	112.4	113.2	114.5
May	114.3	115.2	114.9	114.1	113.8	113.9	112.4	113.3	114.5
June	114.5	115.3	115.0	114.2	114.2	114.0	112.5	114.4	114.7
July	114.7	115.8	115.1	114.8	115.1	114.1	112.9	114.4	115.1
August	114.9	115.9	115.1	114.8	115.2	114.3	112.9	114.4	115.2
September	117.3	117.7	118.4	117.3	117.2	116.9	114.9	116.2	117.5
October	117.6	118.3	118.6	117.5	117.6	117.0	114.9	117.0	117.8
November	117.6	118.7	118.6	117.6	117.6	117.0	114.9	117.0	118.0
December	118.5	118.7	118.8	118.0	117.8	117.0	114.9	117.0	118.3
1989									
January	118.5	118.9	118.8	118.7	117.8	117.0	114.9	117.0	118.5
Annual change (%)	6.4	5.7	6.1	6.0	5.8	5.2	3.9	5.0	6.0
Persons									
1988									
January	111.2	112.1	111.6	111.8	110.6	111.3	110.1	110.9	111.5
February	113.7	114.4	113.7	113.9	112.7	113.6	111.9	112.5	113.8
March	113.8	114.5	114.3	114.0	112.9	113.9	112.0	112.5	113.9
April	113.8	114.6	114.4	114.0	113.3	113.9	112.0	112.5	114.0
May	113.8	114.6	114.5	114.1	113.4	113.9	112.0	112.6	114.1
June	114.0	114.7	114.7	114.1	113.6	113.9	112.4	113.1	114.2
July	114.1	115.0	114.8	114.5	114.1	114.1	112.6	113.2	114.4
August	114.3	115.1	114.9	114.6	114.2	114.2	112.6	113.2	114.6
September	116.2	117.3	117.8	117.1	116.2	116.8	114.3	115.1	116.8
October	116.4	117.6	118.0	117.2	116.5	116.9	114.3	115.7	117.0
November	116.4	117.7	118.0	117.3	116.6	116.9	114.3	115.7	117.1
December	116.8	117.8	118.1	117.5	116.6	116.9	114.3	115.7	117.2
1989									
January	116.9	117.9	118.2	117.8	116.6	116.9	114.3	115.7	117.4
Annual change (%)	5.1	5.2	5.9	5.4	5.5	5.1	3.8	4.3	5.3

TABLE 9. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : FEDERAL AND STATE AWARDS

BASE : JUNE 1985 = 100.0

Month	Federal Awards						
	NSW	Vic.	Qld	SA	WA	Tas.	Aust.(a)
MALES							
1988							
January	112.5	112.4	112.6	112.2	111.2	112.0	112.2
February	114.6	114.7	114.6	114.4	113.6	114.7	114.4
March	114.7	114.7	114.6	114.5	113.7	114.7	114.4
April	114.7	114.8	114.7	114.5	113.7	114.7	114.5
May	114.7	114.8	114.8	114.5	114.0	114.7	114.5
June	114.9	114.9	115.0	114.5	114.1	114.7	114.6
July	115.0	115.1	115.1	114.7	114.1	114.9	114.8
August	115.2	115.3	115.2	114.8	114.1	115.0	114.9
September	117.3	117.7	117.4	117.3	116.7	117.4	117.2
October	117.5	117.8	117.6	117.4	116.9	117.5	117.4
November	117.5	117.8	117.6	117.4	116.9	117.5	117.4
December	117.5	117.8	117.7	117.5	116.9	117.5	117.4
1989							
January	117.7	117.8	118.1	117.5	116.9	117.5	117.5
Annual change (%)	4.7	4.9	4.9	4.8	5.2	4.9	4.7
FEMALES							
1988							
January	112.7	112.3	112.8	112.7	111.7	112.5	112.3
February	114.8	114.7	114.8	114.9	114.0	114.6	114.5
March	114.8	114.8	114.8	115.0	114.1	114.7	114.5
April	114.8	114.8	114.9	115.0	114.1	114.7	114.5
May	114.9	114.8	115.0	115.0	114.4	114.7	114.6
June	115.2	115.1	115.3	115.1	114.7	114.7	114.9
July	115.9	115.7	115.8	115.8	115.2	115.1	115.5
August	116.0	115.9	115.8	115.8	115.4	115.6	115.6
September	118.4	118.5	118.3	118.5	117.6	118.0	118.0
October	118.7	118.6	118.5	118.6	118.2	118.3	118.3
November	118.7	118.6	118.5	118.6	118.2	118.3	118.3
December	118.8	118.6	118.6	118.9	118.2	118.3	118.3
1989							
January	118.8	118.6	118.6	118.9	118.2	118.3	118.3
Annual change (%)	5.4	5.6	5.2	5.5	5.8	5.2	5.3
PERSONS							
1988							
January	112.5	112.4	112.6	112.3	111.3	112.1	112.2
February	114.6	114.7	114.6	114.5	113.7	114.7	114.4
March	114.7	114.7	114.6	114.6	113.8	114.7	114.4
April	114.8	114.8	114.7	114.6	113.8	114.7	114.5
May	114.8	114.8	114.9	114.6	114.1	114.7	114.5
June	115.0	114.9	115.1	114.6	114.2	114.7	114.7
July	115.2	115.3	115.2	114.9	114.3	115.0	115.0
August	115.4	115.4	115.4	115.0	114.4	115.1	115.1
September	117.5	117.9	117.6	117.5	116.9	117.5	117.4
October	117.7	118.0	117.8	117.6	117.2	117.6	117.6
November	117.8	118.0	117.8	117.6	117.2	117.6	117.6
December	117.8	118.0	117.9	117.7	117.2	117.6	117.6
1989							
January	117.9	118.0	118.2	117.7	117.2	117.6	117.7
Annual change (%)	4.8	5.0	4.9	4.9	5.3	4.9	4.9

TABLE 9. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : FEDERAL AND STATE AWARDS - continued

BASE : JUNE 1985 = 100.0

Month	State Awards						
	NSW	Vic.	Qld	SA	WA	Tas.	Aust.(a)
MALES							
1988							
January	109.8	110.9	110.9	111.0	109.8	110.0	110.3
February	112.4	113.0	113.0	113.1	111.9	112.1	112.6
March	112.5	113.1	113.9	113.3	112.2	112.5	112.9
April	112.5	113.3	114.0	113.4	112.7	112.5	113.1
May	112.6	113.4	114.1	113.6	112.9	112.5	113.2
June	112.7	113.5	114.3	113.6	113.0	112.5	113.3
July	112.7	113.7	114.5	113.9	113.5	112.7	113.4
August	112.8	113.9	114.5	114.1	113.5	112.9	113.5
September	114.2	115.9	117.7	116.7	115.2	115.8	115.6
October	114.3	116.2	117.8	116.8	115.5	115.8	115.8
November	114.4	116.2	117.8	116.9	115.7	115.8	115.8
December	114.7	116.3	117.8	117.1	115.7	115.8	116.0
1989							
January	114.8	116.7	117.8	117.4	115.7	115.8	116.1
Annual change (%)	4.5	5.3	6.3	5.8	5.4	5.3	5.2
FEMALES							
1988							
January	110.8	112.5	111.7	111.7	111.1	110.7	111.5
February	114.0	115.2	113.8	113.8	113.1	112.7	114.2
March	114.0	115.2	114.8	113.8	113.1	113.5	114.3
April	114.0	115.4	114.8	113.8	113.6	113.5	114.5
May	114.0	115.4	114.8	113.8	113.6	113.5	114.5
June	114.2	115.4	114.8	113.9	114.0	113.7	114.6
July	114.2	115.8	114.9	114.5	115.1	113.7	114.9
August	114.5	115.9	114.9	114.5	115.1	113.8	115.0
September	116.8	117.4	118.4	116.9	117.0	116.4	117.2
October	117.0	118.2	118.6	117.1	117.4	116.4	117.6
November	117.0	118.7	118.6	117.3	117.4	116.4	117.8
December	118.3	118.7	118.8	117.7	117.6	116.4	118.3
1989							
January	118.4	119.1	118.8	118.6	117.6	116.4	118.6
Annual change (%)	6.8	5.8	6.4	6.2	5.9	5.2	6.3
PERSONS							
1988							
January	110.2	111.7	111.1	111.3	110.2	110.3	110.8
February	113.0	114.1	113.3	113.4	112.3	112.3	113.2
March	113.1	114.1	114.2	113.5	112.5	112.9	113.5
April	113.1	114.4	114.3	113.6	113.0	112.9	113.6
May	113.1	114.4	114.4	113.7	113.1	112.9	113.7
June	113.3	114.4	114.5	113.7	113.3	112.9	113.8
July	113.3	114.7	114.6	114.2	114.0	113.1	114.0
August	113.5	114.8	114.6	114.3	114.1	113.2	114.1
September	115.2	116.6	117.9	116.8	115.8	116.0	116.2
October	115.4	117.2	118.0	116.9	116.1	116.1	116.5
November	115.4	117.4	118.1	117.1	116.3	116.1	116.6
December	116.1	117.5	118.1	117.3	116.3	116.1	116.9
1989							
January	116.2	117.9	118.2	117.9	116.3	116.1	117.1
Annual change (%)	5.4	5.5	6.3	5.9	5.5	5.2	5.7

(a) Includes the Northern Territory and the Australian Capital Territory.

TABLE 10. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY, AUSTRALIA

BASE : JUNE 1985 = 100.0

Industry	1988												1989
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.
MALES													
Mining	113.4	115.3	115.4	115.4	115.4	115.4	115.7	115.9	116.7	117.0	117.0	117.2	118.9
Manufacturing	112.3	114.7	114.9	114.9	115.0	115.0	115.4	115.4	118.3	118.4	118.4	118.5	118.5
Food, beverages and tobacco	111.2	113.6	113.7	113.9	113.9	114.0	114.2	114.3	116.8	117.2	117.2	117.4	117.4
Textiles; Clothing and footwear	112.6	116.0	116.0	116.0	116.0	116.1	118.3	118.8	121.7	122.1	122.1	122.1	122.1
Paper, paper products, printing and publishing	111.6	114.4	114.5	114.6	114.7	114.7	115.4	115.4	117.8	117.9	117.9	118.0	118.0
Metal products, machinery and equipment	112.9	115.0	115.2	115.2	115.2	115.3	115.3	115.3	118.0	118.0	118.0	118.1	118.1
Basic metal products	111.8	114.1	114.4	114.5	114.5	114.6	114.6	114.6	116.6	116.6	116.6	116.6	116.7
Fabricated metal products; Other machinery and equipment	113.5	115.8	116.0	116.1	116.1	116.1	116.3	116.3	119.7	119.8	119.9	119.9	120.0
Transport equipment	112.7	114.8	114.8	114.8	114.8	114.8	114.8	114.9	117.2	117.2	117.2	117.2	117.2
Other manufacturing(a)	112.7	115.5	115.5	115.6	115.7	115.7	116.5	116.6	120.7	120.8	120.9	120.9	120.9
Electricity, gas and water	111.2	113.1	113.1	113.1	113.1	113.1	113.2	113.2	114.8	114.8	114.8	114.8	114.8
Construction	111.5	114.0	114.2	114.3	114.4	114.5	114.6	114.6	117.1	117.1	117.1	117.2	117.2
Wholesale and retail trade	111.6	113.9	114.0	114.4	114.4	114.5	114.7	115.3	117.5	117.9	118.0	118.4	118.7
Wholesale trade	112.4	114.7	114.9	115.0	115.0	115.1	115.3	115.5	118.4	118.9	119.0	119.4	119.7
Retail trade	111.0	113.3	113.3	113.9	113.9	114.0	114.1	115.1	116.7	117.1	117.2	117.4	117.9
Transport and storage	112.0	114.3	114.3	114.4	114.4	114.4	114.5	114.6	116.1	116.1	116.1	116.1	116.1
Communication	113.2	114.9	115.4	115.4	115.4	115.4	115.4	115.4	118.7	118.7	118.7	118.7	118.7
Finance, property and business services	110.2	112.2	112.3	112.3	112.4	113.0	113.1	113.1	115.3	115.5	115.5	115.6	115.6
Public administration and defence(b)	110.4	112.8	113.1	113.1	113.3	113.3	113.3	113.3	115.3	115.6	115.6	115.6	115.6
Community services	110.3	112.3	112.6	112.6	112.8	112.9	113.0	113.0	114.5	114.7	114.7	114.7	114.9
Recreation, personal and other services	111.0	114.0	114.2	114.2	114.2	114.6	114.6	115.1	117.9	117.9	118.0	118.1	118.3
All industries(c)	111.5	113.8	114.0	114.1	114.1	114.2	114.4	114.5	116.7	116.9	116.9	117.0	117.1
FEMALES													
Manufacturing	113.1	115.6	115.7	115.8	115.8	115.9	117.0	117.1	120.3	120.7	120.7	121.2	121.3
Food, beverages and tobacco	112.5	115.0	115.0	115.2	115.4	115.5	115.6	115.6	117.9	118.3	118.3	119.3	119.3
Textiles; Clothing and footwear	113.0	115.8	115.8	115.8	115.8	115.8	119.2	119.3	122.8	123.0	123.0	123.1	123.1
Paper, paper products, printing and publishing	112.7	115.1	115.3	115.5	115.6	115.7	116.5	116.5	119.6	119.9	119.9	120.4	120.5
Metal products, machinery and equipment	114.1	116.4	116.5	116.6	116.6	116.6	116.7	116.8	119.7	120.3	120.3	120.8	120.9
Other manufacturing(a)	113.0	115.6	115.6	115.8	115.8	115.9	116.4	116.4	121.7	122.0	122.0	122.7	122.8
Wholesale and retail trade	112.2	114.5	114.5	115.1	115.1	115.2	115.5	116.1	118.5	119.2	119.2	120.3	120.8
Wholesale trade	113.4	115.6	115.6	116.0	116.0	116.2	116.5	116.6	119.3	120.3	120.3	121.5	122.0
Retail trade	111.6	113.9	113.9	114.6	114.6	114.8	115.0	115.7	118.0	118.7	118.7	119.6	120.3
Transport and storage	112.7	114.8	114.8	114.9	114.9	114.9	115.6	115.6	116.6	116.8	116.8	117.0	117.0
Communication	114.6	116.6	116.9	116.9	116.9	116.9	116.9	116.9	120.1	120.3	120.3	120.3	120.3
Finance, property and business services	111.4	113.5	113.6	113.8	113.8	114.4	114.7	114.7	117.2	117.6	117.6	118.2	118.3
Public administration and defence(b)	112.2	114.4	114.6	114.6	114.8	114.8	114.8	114.8	117.0	117.4	117.4	117.4	117.4
Community services	112.5	115.4	115.7	115.7	115.8	115.9	116.0	116.0	118.0	118.3	118.5	118.7	118.8
Recreation, personal and other services	111.0	113.6	113.8	113.9	113.9	114.0	114.5	114.9	117.3	117.9	118.2	118.3	118.8
All industries(c)	112.4	114.9	115.1	115.2	115.3	115.4	115.8	115.9	118.3	118.7	118.8	119.2	119.3
PERSONS													
Mining	113.4	115.3	115.4	115.4	115.4	115.4	115.8	116.0	116.8	117.1	117.1	117.4	119.0
Manufacturing	112.5	114.9	115.0	115.1	115.2	115.2	115.7	115.8	118.7	118.9	118.9	119.1	119.1
Food, beverages and tobacco	111.5	113.9	114.0	114.2	114.3	114.3	114.5	114.6	117.1	117.4	117.5	117.8	117.8
Textiles; Clothing and footwear	112.8	115.8	115.8	115.9	115.9	115.9	118.9	119.2	122.5	122.7	122.7	122.7	122.8
Paper, paper products, printing and publishing	111.8	114.5	114.7	114.8	114.8	114.9	115.5	115.5	118.1	118.2	118.3	118.4	118.4
Chemicals, petroleum, coal	112.1	114.5	114.5	114.5	114.5	114.5	114.6	114.6	117.0	117.2	117.4	117.7	117.7
Metal products, machinery and equipment	113.0	115.2	115.4	115.4	115.4	115.5	115.5	115.5	118.2	118.3	118.4	118.5	118.5
Basic metal products	111.8	114.1	114.4	114.5	114.5	114.6	114.6	114.6	116.6	116.7	116.7	116.7	116.7
Fabricated metal products; Other machinery and equipment	113.7	115.9	116.1	116.1	116.1	116.1	116.3	116.3	119.5	119.7	119.7	119.9	119.9
Transport equipment	112.9	115.0	115.0	115.0	115.0	115.0	115.0	115.1	117.5	117.5	117.5	117.6	117.6
Other manufacturing(a)	112.8	115.5	115.5	115.6	115.7	115.7	116.5	116.6	120.9	121.0	121.1	121.2	121.3
Electricity, gas and water	111.2	113.1	113.1	113.2	113.2	113.2	113.2	113.2	114.8	114.8	114.8	114.8	114.8
Construction	111.6	114.0	114.3	114.4	114.4	114.5	114.6	114.6	117.2	117.2	117.2	117.3	117.3
Wholesale and retail trade	111.8	114.1	114.2	114.7	114.7	114.8	115.0	115.5	117.8	118.4	118.4	119.0	119.4
Wholesale trade	112.7	114.9	115.1	115.3	115.3	115.4	115.6	115.8	118.6	119.2	119.4	120.0	120.3
Retail trade	111.2	113.5	113.6	114.2	114.2	114.3	114.5	115.3	117.2	117.7	117.8	118.3	118.8
Transport and storage	112.1	114.4	114.4	114.4	114.5	114.5	114.7	114.7	116.2	116.2	116.2	116.3	116.3
Communication	113.5	115.3	115.7	115.7	115.7	115.7	115.7	115.7	119.0	119.0	119.0	119.1	119.1
Finance, property and business services	110.8	112.8	113.0	113.0	113.0	113.7	113.9	113.9	116.2	116.5	116.5	116.9	116.9
Public administration and defence(b)	110.8	113.2	113.5	113.5	113.7	113.7	113.7	113.7	115.7	116.0	116.0	116.0	116.0
Community services	111.5	114.0	114.3	114.3	114.4	114.5	114.6	114.7	116.4	116.6	116.8	116.9	117.0
Recreation, personal and other services	111.0	113.8	114.0	114.1	114.1	114.3	114.6	115.0	117.6	117.9	118.1	118.2	118.6
All industries(c)	111.8	114.1	114.3	114.4	114.5	114.6	114.8	114.9	117.2	117.4	117.5	117.7	117.8

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing. (b) Excludes employees in the defence forces. (c) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

TABLE 11. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA

BASE : JUNE 1985 = 100.0

Occupation	1988													1989
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	
MALES														
Managers and administrators	110.2	112.0	112.1	112.3	112.4	112.7	112.8	112.9	114.5	114.8	114.8	115.0	115.2	
Professionals	109.9	111.6	111.7	111.8	111.8	111.9	112.0	112.0	113.4	113.5	113.5	113.6	113.8	
Building professionals and engineers	110.5	112.3	112.5	112.6	112.6	112.6	112.7	112.7	114.5	114.6	114.6	114.7	114.7	
Health, diagnostic and treatment practitioners	109.6	111.2	111.4	111.4	111.7	112.0	112.1	112.1	114.4	114.5	114.7	114.7	116.2	
Teachers and instructors	109.1	110.7	110.7	110.7	110.7	110.9	110.9	110.9	111.2	111.3	111.3	111.3	111.3	
Business professionals	110.5	112.2	112.4	112.4	112.4	112.6	112.7	112.7	114.7	115.0	115.0	115.4	115.4	
Other professionals	110.4	112.0	112.3	112.4	112.5	112.5	112.7	112.7	114.5	114.6	114.6	114.7	114.7	
Para-professionals	110.7	112.7	113.0	113.0	113.2	113.2	113.3	113.3	115.2	115.2	115.3	115.3	115.3	
Engineering, building associates and technicians	110.9	112.9	113.1	113.1	113.2	113.2	113.2	113.3	115.7	115.7	115.7	115.8	115.8	
Police	110.0	111.4	112.0	112.0	112.0	112.0	112.0	112.0	113.7	113.7	113.7	113.7	113.7	
Other para-professionals	110.9	113.0	113.3	113.3	113.7	113.7	113.8	113.9	115.5	115.6	115.7	115.7	115.7	
Tradespersons	112.0	114.3	114.4	114.5	114.6	114.6	114.8	114.9	117.4	117.5	117.5	117.5	117.5	
Metal	112.8	114.9	115.1	115.1	115.1	115.2	115.2	115.2	117.7	117.7	117.7	117.7	117.8	
Electrical and electronic	112.0	114.0	114.2	114.2	114.2	114.3	114.3	114.3	117.0	117.0	117.0	117.0	117.0	
Building	112.0	114.2	114.2	114.2	114.5	114.5	114.5	114.5	117.4	117.4	117.4	117.4	117.4	
Vehicle	111.4	113.8	113.9	113.9	114.0	114.0	114.2	114.9	116.6	116.6	116.6	116.6	116.7	
Other	111.2	114.2	114.3	114.6	114.6	114.7	115.3	115.5	118.0	118.3	118.3	118.3	118.4	
Clerks	111.8	113.8	114.1	114.2	114.2	114.4	114.5	114.6	116.7	117.1	117.2	117.4	117.4	
Salespersons and personal service workers	111.1	113.5	113.6	113.9	113.9	114.1	114.3	114.8	116.8	117.1	117.4	117.8	118.3	
Plant and machine operators, and drivers	111.8	114.3	114.4	114.6	114.6	114.6	115.0	115.1	117.5	117.6	117.7	117.7	117.9	
Rail and road transport drivers	111.3	113.9	114.1	114.2	114.2	114.2	114.6	114.7	117.5	117.6	117.7	117.7	117.8	
Machine operators	112.4	115.1	115.2	115.2	115.3	115.3	116.0	116.1	118.8	119.0	119.1	119.1	119.1	
Other plant operators	111.9	114.2	114.4	114.5	114.6	114.6	114.8	114.8	116.9	117.0	117.0	117.0	117.4	
Labourers and related workers	112.0	114.6	114.7	114.8	114.8	114.9	115.1	115.2	117.6	117.8	117.8	117.8	117.9	
Trades assistants and factory hands	112.5	115.0	115.1	115.2	115.3	115.3	115.6	115.7	118.4	118.6	118.6	118.6	118.7	
Construction and mining labourers	112.1	114.6	114.6	114.7	114.7	114.7	114.8	114.9	116.6	116.7	116.7	116.7	117.0	
Other labourers	111.5	114.2	114.4	114.4	114.4	114.6	114.7	115.0	117.3	117.5	117.5	117.5	117.6	
All occupation groups	111.5	113.8	114.0	114.1	114.1	114.2	114.4	114.5	116.7	116.9	116.9	117.0	117.1	
FEMALES														
Managers and administrators	111.8	114.1	114.2	114.7	114.7	114.8	115.0	115.2	117.1	117.5	117.7	118.1	118.5	
Professionals	110.0	111.9	111.9	111.9	112.0	112.4	112.4	112.4	113.3	113.6	113.6	113.7	113.8	
Teachers and instructors	109.5	111.2	111.2	111.2	111.2	111.6	111.6	111.6	112.0	112.3	112.3	112.3	112.3	
Other professionals	111.2	113.4	113.6	113.7	113.9	114.1	114.2	114.2	116.3	116.6	116.7	116.9	117.3	
Para-professionals	115.8	119.0	119.5	119.5	119.5	119.5	119.8	119.8	122.1	122.3	123.0	123.3	123.3	
Registered nurses	118.3	122.1	122.6	122.6	122.6	122.6	123.0	123.0	125.7	125.8	126.9	127.2	127.2	
Other para-professionals	111.1	113.4	113.6	113.6	113.8	113.8	113.9	113.9	115.5	115.8	115.9	116.0	116.0	
Tradespersons	111.9	114.6	114.7	114.7	114.7	114.7	115.3	115.4	118.3	118.3	118.6	118.6	118.9	
Clerks	112.5	114.8	114.9	115.1	115.1	115.3	115.6	115.6	117.9	118.6	118.6	119.3	119.4	
Stenographers	112.2	114.4	114.6	114.8	114.8	115.1	115.3	115.4	117.6	118.2	118.2	118.8	118.9	
Receptionists	112.8	115.2	115.3	115.5	115.5	115.7	116.2	116.3	118.5	119.4	119.4	120.2	120.3	
Other clerks	112.6	114.8	114.9	115.1	115.1	115.3	115.5	115.5	117.9	118.5	118.5	119.2	119.3	
Salespersons and personal service workers	112.7	115.6	115.8	116.1	116.1	116.2	116.4	116.9	119.4	119.7	120.0	120.5	121.0	
Salespersons	111.2	113.6	113.7	114.2	114.2	114.3	114.6	115.3	117.5	118.0	118.0	118.8	119.4	
Personal service workers	115.6	119.5	119.9	119.9	119.9	119.9	120.1	120.1	123.1	123.2	123.8	124.0	124.0	
Plant and machine operators, and drivers	112.6	115.3	115.3	115.3	115.3	115.4	117.9	118.0	121.8	121.8	121.8	121.8	121.9	
Machine operators	112.7	115.3	115.4	115.4	115.4	115.4	118.2	118.3	122.2	122.3	122.3	122.3	122.3	
Other plant and machine operators, and drivers	112.0	114.3	114.3	114.5	114.5	114.6	114.7	115.0	117.5	117.5	117.5	117.6	117.7	
Labourers and related workers	112.1	115.0	115.3	115.4	115.4	115.4	115.8	115.9	118.9	119.0	119.1	119.2	119.2	
Trades assistants and factory hands	112.9	115.6	115.6	115.7	115.8	115.8	116.3	116.4	119.8	119.9	119.9	119.9	119.9	
Cleaners	110.9	114.3	115.0	115.0	115.0	115.0	115.1	115.3	117.9	118.0	118.1	118.1	118.2	
Other labourers	111.6	114.8	115.1	115.1	115.2	115.2	115.5	115.6	118.4	118.6	118.7	118.8	119.0	
All occupation groups	112.4	114.9	115.1	115.2	115.3	115.4	115.8	115.9	118.3	118.7	118.8	119.2	119.3	
PERSONS														
Managers and administrators	110.5	112.4	112.5	112.7	112.8	113.1	113.3	113.4	115.1	115.3	115.4	115.6	115.8	
Professionals	109.9	111.7	111.8	111.8	111.9	112.1	112.2	112.2	113.4	113.5	113.6	113.7	113.8	
Building professionals and engineers	110.5	112.4	112.6	112.6	112.6	112.6	112.7	112.8	114.5	114.6	114.6	114.7	114.7	
Health, diagnostic and treatment practitioners	109.9	111.5	111.8	111.8	112.0	112.4	112.5	112.5	114.7	114.9	115.1	115.2	116.7	
Teachers and instructors	109.3	111.0	111.0	111.0	111.0	111.3	111.3	111.3	111.7	111.8	111.8	111.8	111.8	
Business professionals	111.0	112.8	112.9	113.0	113.0	113.2	113.3	113.3	115.4	115.7	115.7	116.1	116.2	
Other professionals	110.5	112.4	112.6	112.7	112.9	112.9	113.1	113.1	114.9	115.0	115.0	115.1	115.1	
Para-professionals	112.3	114.6	114.9	115.0	115.1	115.1	115.3	115.3	117.3	117.4	117.6	117.7	117.7	
Engineering, building associates and technicians	111.0	112.9	113.2	113.2	113.3	113.3	113.3	113.3	115.7	115.8	115.8	115.8	115.8	
Registered nurses	117.9	121.6	122.3	122.3	122.3	122.6	122.6	122.6	125.3	125.4	126.4	126.6	126.6	
Police	110.0	111.5	112.0	112.0	112.0	112.0	112.0	112.0	113.5	113.6	113.6	113.6	113.6	
Other para-professionals	110.6	112.7	112.8	112.8	113.2	113.2	113.4	113.4	115.0	115.2	115.2	115.2	115.3	
Tradespersons	112.0	114.3	114.5	114.5	114.6	114.6	114.8	115.0	117.5	117.5	117.6	117.6	117.6	
Metal	112.8	114.9	115.1	115.1	115.1	115.2	115.2	115.3	117.8	117.8	117.8	117.8	117.8	
Electrical and electronic	112.2	114.2	114.4	114.4	114.4	114.5	114.5	114.5	117.2	117.2	117.2	117.2	117.2	
Building	112.0	114.2	114.2	114.2	114.5	114.5	114.5	114.5	117.4	117.4	117.4	117.4	117.4	
Vehicle	111.5	113.8	113.9	113.9	114.0	114.0	114.2	114.9	116.6	116.7	116.7	116.7	116.7	
Other	111.2	114.1	114.2	114.4	114.5	114.5	115.2	115.3	117.9	118.1	118.2			

TABLE 12. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATE

BASE : JUNE 1985 = 100.0

Industry	1988			1989			1988			1989			1988			1989		
	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.		
	MALES																	
	NSW						Vic.						Qld					
Mining	114.5	117.2	117.2	119.9	112.9	117.9	118.1	118.1	114.8	119.3	119.5	122.5						
Manufacturing	112.3	117.6	117.8	117.8	112.7	119.2	119.2	111.8	118.1	118.1	118.1	118.1						
Food, beverages and tobacco	110.8	116.0	116.2	116.2	112.2	117.7	117.8	117.8	110.7	117.4	117.4	117.4						
Textiles; Clothing and footwear	112.2	121.0	121.0	121.0	112.8	122.5	122.6	122.6	111.0	118.2	118.2	118.2						
Paper, paper products, printing and publishing	111.9	118.2	118.3	118.3	111.3	117.3	117.3	117.3	110.1	118.2	118.2	118.2						
Metal products, machinery and equipment	112.8	117.3	117.4	117.4	113.3	118.6	118.6	118.6	113.2	119.0	119.0	119.0						
Basic metal products	111.2	114.9	114.9	114.9	112.9	117.5	117.5	117.5	111.4	118.7	118.7	118.7						
Fabricated metal products; Other machinery and equipment	114.1	119.7	119.9	119.9	114.1	120.3	120.3	120.3	113.5	119.8	119.8	119.8						
Transport equipment	113.2	116.9	117.0	117.0	112.8	117.9	117.9	117.9	113.5	117.4	117.4	117.4						
Other manufacturing(a)	113.8	120.7	120.8	120.8	113.0	122.8	122.8	122.8	111.4	117.5	117.5	117.5						
Electricity, gas and water	109.3	111.4	111.4	111.4	113.2	117.1	117.1	117.1	110.7	116.7	116.7	116.7						
Construction	110.7	116.9	116.9	116.9	112.7	117.3	117.3	117.3	111.7	117.7	117.7	117.7						
Wholesale and retail trade	111.7	117.9	118.6	118.9	111.8	118.0	118.1	118.9	111.1	118.0	118.1	118.1						
Wholesale trade	112.6	119.3	120.1	120.4	113.2	119.5	119.8	120.1	111.3	117.9	118.1	118.1						
Retail trade	110.8	116.3	117.1	117.2	110.6	116.5	116.5	117.8	111.0	118.1	118.1	118.1						
Transport and storage	111.8	115.2	115.2	115.2	112.5	117.1	117.1	117.1	113.1	116.4	116.4	116.4						
Communication	113.5	119.1	119.1	119.1	112.0	117.1	117.1	117.1	113.7	119.3	119.3	119.3						
Finance, property and business services	110.3	115.5	115.9	115.9	110.3	115.6	115.6	115.6	110.3	117.5	117.5	117.5						
Public administration and defence(b)	109.8	113.2	113.2	113.2	111.2	117.2	117.2	117.2	109.9	117.1	117.1	117.1						
Community services	109.4	113.3	113.3	113.7	110.6	113.8	113.8	113.8	110.6	118.4	118.5	118.5						
Recreation, personal and other services	110.4	118.2	118.2	118.2	112.5	119.6	119.6	120.5	110.1	116.8	116.8	116.8						
All industries(c)	111.3	116.1	116.2	116.4	112.1	117.6	117.6	117.7	111.6	117.9	117.9	118.0						
	SA						WA						Tas.					
Mining	112.2	117.4	119.1	119.1	110.3	113.3	113.3	113.3	113.1	118.6	118.6	118.6						
Manufacturing	112.1	118.5	118.6	118.7	111.0	118.8	118.8	118.8	112.8	120.6	120.6	120.6						
Food, beverages and tobacco	110.8	118.5	119.3	119.4	110.0	117.9	117.9	117.9	111.7	121.8	121.8	121.8						
Textiles; Clothing and footwear	113.0	125.4	125.4	126.5	114.5	130.0	130.0	130.0	113.9	124.6	124.6	124.6						
Paper, paper products, printing and publishing	112.0	119.4	119.4	119.6	115.2	119.5	119.6	119.6	111.5	119.8	119.8	119.8						
Metal products, machinery and equipment	112.3	117.9	117.9	118.0	111.2	118.8	118.8	118.8	113.4	117.2	117.2	117.2						
Basic metal products	111.4	119.6	119.6	119.8	112.8	118.3	118.3	118.3	113.4	116.8	116.8	116.8						
Fabricated metal products; Other machinery and equipment	112.1	119.8	119.8	120.1	110.5	120.5	120.5	120.5	113.9	120.0	120.0	120.0						
Transport equipment	112.0	116.1	116.1	116.1	109.4	116.8	116.8	116.8	113.0	118.5	118.5	118.5						
Other manufacturing(a)	112.4	119.9	120.0	120.2	110.7	119.5	119.5	119.5	115.1	124.9	124.9	124.9						
Electricity, gas and water	113.3	118.1	118.1	118.1	109.9	112.0	112.0	112.0	111.2	117.6	117.6	117.6						
Construction	114.7	120.7	120.7	120.7	110.9	116.5	116.5	116.5	110.8	117.0	117.0	117.0						
Wholesale and retail trade	111.1	117.3	117.5	118.3	111.9	120.3	120.3	120.3	113.6	119.7	119.7	119.7						
Wholesale trade	111.5	118.3	118.4	119.3	111.5	119.0	119.0	119.0	112.7	119.0	119.0	119.0						
Retail trade	110.7	116.2	116.4	117.2	112.0	121.0	121.0	121.0	114.2	120.1	120.1	120.1						
Transport and storage	111.9	118.2	118.2	118.2	109.9	115.1	115.1	115.1	111.8	117.1	117.1	117.1						
Communication	113.7	119.3	119.3	119.3	113.5	119.3	119.3	119.3	113.6	118.9	118.9	118.9						
Finance, property and business services	109.7	113.7	113.7	113.7	109.4	114.0	114.0	114.0	109.7	112.6	112.6	112.6						
Public administration and defence(b)	110.5	115.6	115.6	115.6	109.8	117.1	117.1	117.1	112.6	116.3	116.3	116.3						
Community services	112.1	116.6	116.6	116.6	110.2	114.5	114.6	114.6	110.3	115.3	115.3	115.3						
Recreation, personal and other services	111.0	116.3	116.9	117.3	110.5	117.2	117.2	117.2	112.8	121.2	121.2	121.2						
All industries(c)	112.0	117.6	117.8	117.9	110.6	116.5	116.5	116.5	111.8	117.6	117.6	117.6						
	FEMALES																	
	NSW						Vic.						Qld					
Manufacturing	113.5	120.3	121.4	121.4	113.0	121.4	121.4	121.4	112.8	119.7	119.7	119.7						
Food, beverages and tobacco	111.5	117.2	118.0	118.0	113.9	119.6	119.6	119.7	111.5	116.9	117.1	117.1						
Textiles; Clothing and footwear	114.1	123.5	123.7	123.7	112.3	122.6	122.6	122.6	114.7	124.2	124.2	124.2						
Paper, paper products, printing and publishing	114.1	121.4	123.1	123.1	111.8	118.9	118.9	119.0	111.9	119.7	119.7	119.7						
Metal products, machinery and equipment	114.5	120.7	122.1	122.1	114.3	120.2	120.2	120.3	114.1	119.9	120.0	120.0						
Other manufacturing(a)	115.0	121.2	123.1	123.1	112.3	124.6	124.6	124.6	112.3	118.2	118.2	118.2						
Wholesale and retail trade	113.1	119.8	122.5	122.6	111.9	118.3	118.4	119.7	111.6	118.6	118.7	118.7						
Wholesale trade	114.1	121.0	123.4	123.5	113.2	119.1	119.3	119.7	113.5	119.6	120.0	120.0						
Retail trade	112.2	118.7	121.8	121.8	111.3	117.9	117.9	117.9	110.9	118.2	118.2	118.2						
Transport and storage	112.8	116.1	116.4	116.4	112.9	117.2	117.2	117.2	112.8	116.0	116.0	116.0						
Communication	115.0	120.5	120.5	120.5	112.0	117.8	117.8	117.8	116.4	121.9	121.9	121.9						
Finance, property and business services	112.4	118.5	120.2	120.2	110.9	116.8	116.8	116.9	112.0	118.5	118.5	118.5						
Public administration and defence(b)	111.5	116.2	116.2	116.2	112.4	117.1	117.1	117.1	111.6	118.5	118.5	118.5						
Community services	112.2	118.6	118.9	119.0	113.7	119.2	119.2	119.3	111.8	118.9	119.3	119.3						
Recreation, personal and other services	110.8	119.0	119.1	119.1	111.3	117.9	117.9	119.6	110.5	116.4	116.4	116.7						
All industries(c)	112.6	118.9	119.9	119.9	112.7	119.1	119.1	119.3	112.0	118.7	118.9	118.9						
	SA						WA						Tas.					
Manufacturing	113.1	120.1	121.4	121.9	111.7	120.1	120.4	120.4	113.7	122.5	122.5	122.5						
Food, beverages and tobacco	114.0	120.1	123.9	124.2	110.2	117.0	117.0	117.0	113.7	121.3	121.3	121.3						
Textiles; Clothing and footwear	114.8	124.9	124.9	125.0	114.8	125.7	125.7	125.7	114.9	125.8	125.8	125.8						
Paper, paper products, printing and publishing	112.0	120.2	120.2	121.2	113.9	120.3	120.8	120.8	111.4	120.7	120.7	120.7						
Metal products, machinery and equipment	113.0	119.6	119.6	119.9	110.5	120.3	121.0	121.0	113.3	119.1	119.1	119.1						
Other manufacturing(a)	111.2	119.2	119.2	119.9	110.2	121.4	122.0	122.0	111.4	118.5	118.5	118.5						
Wholesale and retail trade	110.7	119.7	119.7	121.7	112.2	122.2	122.2	122.2	115.2	121.3	121.3	121.3						
Wholesale trade	110.7	121.7	121.7	125.0	111.5	120.9	120.9	120.9	112.7	118.8	118.8	118.8						
Retail trade	110.7	119.0	119.0	120.5	112.3	122.5	122.6	122.6	115.8	121.8	121.8	121.8						
Transport and storage	112.7	119.0	119.0	119.2	112.3	119.8	119.8	119.8	111.9	115.5	115.5	115.5						
Communication	114.8	120.7	120.7	120.7	116.0	122.1	122.1											

TABLE 13. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATE

BASE : JUNE 1985 = 100.0

Occupation	1988			1989		1988		1989		1988		1989
	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.
MALES												
NSW												
Managers and administrators	110.0	114.7	115.0	115.0	110.7	115.2	115.3	115.8	109.7	114.7	114.7	114.8
Professionals	109.8	113.1	113.3	113.8	110.0	113.1	113.1	113.1	111.0	117.3	117.4	117.0
Building professionals and engineers	109.8	113.7	113.7	113.7	111.5	115.2	115.2	115.2	110.4	116.8	116.9	117.0
Health, diagnostic and treatment practitioners	108.5	112.6	112.6	116.2	109.2	114.8	114.8	114.9	115.3	123.0	123.0	123.0
Teachers and instructors	109.3	111.2	111.2	111.2	108.8	110.3	110.3	110.3	110.3	115.0	115.0	115.0
Business professionals	111.3	116.0	117.0	117.0	110.2	113.8	113.8	113.9	110.4	117.0	117.2	117.2
Other professionals	110.6	114.9	114.9	115.0	111.0	114.9	114.9	114.9	109.9	116.8	116.9	116.9
Para-professionals	110.1	114.2	114.3	114.3	111.6	115.1	115.1	115.1	110.5	117.1	117.2	117.3
Engineering, building associates and technicians	110.4	115.3	115.3	115.3	112.1	116.3	116.3	116.3	110.5	117.0	117.1	117.5
Police	108.6	110.1	110.1	110.1	110.6	111.9	111.9	111.9	109.0	118.0	118.0	118.0
Other para-professionals	110.7	115.5	115.5	115.5	111.6	115.5	115.5	115.5	110.9	116.9	117.0	117.0
Tradespersons	111.8	116.6	116.6	116.6	112.4	118.3	118.3	118.4	112.3	118.2	118.2	118.3
Metal	112.9	117.1	117.1	117.2	113.3	118.7	118.7	118.7	113.3	118.4	118.4	118.5
Electrical and electronic	112.1	116.8	116.8	116.8	111.8	116.7	116.7	116.7	112.8	118.0	118.0	118.0
Building	110.9	115.4	115.4	115.4	113.4	118.7	118.7	118.7	111.6	118.3	118.3	118.3
Vehicle	111.1	115.6	115.6	115.6	111.5	117.5	117.5	117.5	112.6	117.9	117.9	118.2
Other	111.0	117.3	117.3	117.3	111.7	119.5	119.5	119.6	110.6	118.1	118.2	118.2
Clerks	111.9	117.3	117.9	117.9	112.2	117.2	117.2	117.2	111.2	117.7	117.8	117.8
Salespersons and personal service workers	110.5	116.9	117.7	117.7	111.7	117.3	117.8	119.0	110.4	117.1	117.2	117.2
Plant and machine operators, and drivers	111.4	116.0	116.0	116.5	112.5	118.9	118.9	118.9	112.1	118.3	118.3	118.9
Rail and road transport drivers	110.9	116.3	116.3	116.4	111.5	118.2	118.2	118.2	112.2	118.6	118.6	119.3
Machine operators	112.4	118.2	118.2	118.2	112.9	120.1	120.1	120.1	111.5	117.7	117.8	117.8
Other plant operators	111.4	114.9	114.9	115.9	113.1	118.5	118.5	118.5	112.2	118.3	118.3	119.0
Labourers and related workers	111.7	116.6	116.6	116.9	112.7	119.2	119.2	119.2	111.7	118.2	118.2	118.3
Trades assistants and factory hands	112.3	117.8	117.8	117.9	113.3	120.1	120.2	120.2	111.8	118.1	118.1	118.2
Construction and mining labourers	111.5	115.3	115.3	116.1	112.9	118.6	118.6	118.6	112.8	117.5	117.5	117.9
Other labourers	111.3	116.2	116.3	116.4	111.9	118.3	118.3	118.3	111.4	118.5	118.5	118.5
All occupation groups	111.3	116.1	116.2	116.4	112.1	117.6	117.6	117.7	111.6	117.9	117.9	118.0
SA												
Managers and administrators	110.5	114.3	114.4	114.5	109.3	115.5	115.5	115.5	110.7	114.3	114.3	114.3
Professionals	109.7	113.1	113.3	113.3	109.4	112.6	112.7	112.7	109.2	112.5	112.5	112.5
Building professionals and engineers	111.8	115.3	116.0	116.0	109.9	113.6	113.6	113.6	110.0	115.1	115.1	115.1
Health, diagnostic and treatment practitioners	108.9	116.0	116.0	116.0	108.0	110.5	110.8	110.8	107.7	110.9	110.9	110.9
Teachers and instructors	108.9	110.6	110.6	110.6	109.1	110.9	110.9	110.9	108.6	110.7	110.7	110.7
Business professionals	109.9	114.1	114.1	114.2	109.8	114.1	114.2	114.2	110.2	113.5	113.5	113.5
Other professionals	110.4	113.9	114.4	114.4	109.7	113.3	113.3	113.3	109.5	113.9	113.9	113.9
Para-professionals	112.6	117.3	117.4	117.4	110.0	115.4	115.4	115.4	110.4	115.1	115.1	115.1
Engineering, building associates and technicians	112.2	117.1	117.1	117.1	110.0	113.8	113.8	113.8	110.4	116.0	116.0	116.0
Police	117.3	121.9	121.9	121.9	108.4	119.9	119.9	119.9	109.0	110.7	110.7	110.7
Other para-professionals	111.1	115.7	115.8	115.8	110.6	114.6	114.7	114.7	111.1	116.0	116.0	116.0
Tradespersons	112.7	118.5	118.5	118.5	110.9	117.0	117.0	117.0	111.9	118.7	118.7	118.7
Metal	112.6	118.0	118.0	118.0	110.4	116.5	116.5	116.5	112.8	118.6	118.6	118.6
Electrical and electronic	113.1	118.5	118.5	118.5	111.1	116.6	116.6	116.6	111.7	118.3	118.3	118.3
Building	114.2	120.1	120.1	120.1	111.9	117.8	117.8	117.8	111.3	117.3	117.3	117.3
Vehicle	111.1	116.0	116.0	116.0	110.5	117.5	117.5	117.5	113.6	118.7	118.7	118.7
Other	112.3	120.3	120.3	120.4	110.8	117.3	117.3	117.3	111.1	120.2	120.2	120.2
Clerks	111.8	117.2	117.4	117.6	110.8	116.1	116.2	116.2	111.8	116.8	116.8	116.8
Salespersons and personal service workers	111.2	117.5	117.9	119.5	112.9	120.7	120.7	120.7	113.0	118.5	118.5	118.5
Plant and machine operators, and drivers	112.2	119.4	119.7	119.7	110.2	116.5	116.6	116.6	112.3	119.2	119.2	119.2
Rail and road transport drivers	111.7	119.5	120.0	120.0	109.9	116.7	116.7	116.7	112.5	120.1	120.1	120.1
Machine operators	112.6	119.0	119.4	119.4	110.2	118.4	118.4	118.4	112.5	121.0	121.0	121.0
Other plant operators	112.5	119.5	119.6	119.6	110.5	115.8	115.8	115.8	112.1	117.5	117.5	117.5
Labourers and related workers	112.5	118.5	118.6	118.7	110.9	116.9	116.9	116.9	113.0	119.3	119.3	119.3
Trades assistants and factory hands	112.6	118.5	118.6	118.6	110.6	117.7	117.7	117.7	113.5	120.1	120.1	120.1
Construction and mining labourers	113.2	118.8	118.9	118.9	110.6	115.7	115.7	115.7	112.7	116.9	116.9	116.9
Other labourers	112.1	118.4	118.5	118.8	111.3	116.8	116.8	116.8	112.9	119.7	119.7	119.7
All occupation groups	112.0	117.6	117.8	117.9	110.6	116.5	116.5	116.5	111.8	117.6	117.6	117.6
WA												
Managers and administrators	110.5	114.3	114.4	114.5	109.3	115.5	115.5	115.5	110.7	114.3	114.3	114.3
Professionals	109.7	113.1	113.3	113.3	109.4	112.6	112.7	112.7	109.2	112.5	112.5	112.5
Building professionals and engineers	111.8	115.3	116.0	116.0	109.9	113.6	113.6	113.6	110.0	115.1	115.1	115.1
Health, diagnostic and treatment practitioners	108.9	116.0	116.0	116.0	108.0	110.5	110.8	110.8	107.7	110.9	110.9	110.9
Teachers and instructors	108.9	110.6	110.6	110.6	109.1	110.9	110.9	110.9	108.6	110.7	110.7	110.7
Business professionals	109.9	114.1	114.1	114.2	109.8	114.1	114.2	114.2	110.2	113.5	113.5	113.5
Other professionals	110.4	113.9	114.4	114.4	109.7	113.3	113.3	113.3	109.5	113.9	113.9	113.9
Para-professionals	112.6	117.3	117.4	117.4	110.0	115.4	115.4	115.4	110.4	115.1	115.1	115.1
Engineering, building associates and technicians	112.2	117.1	117.1	117.1	110.0	113.8	113.8	113.8	110.4	116.0	116.0	116.0
Police	117.3	121.9	121.9	121.9	108.4	119.9	119.9	119.9	109.0	110.7	110.7	110.7
Other para-professionals	111.1	115.7	115.8	115.8	110.6	114.6	114.7	114.7	111.1	116.0	116.0	116.0
Tradespersons	112.7	118.5	118.5	118.5	110.9	117.0	117.0	117.0	111.9	118.7	118.7	118.7
Metal	112.6	118.0	118.0	118.0	110.4	116.5	116.5	116.5	112.8	118.6	118.6	118.6
Electrical and electronic	113.1	118.5	118.5	118.5	111.1	116.6	116.6	116.6	111.7	118.3	118.3	118.3
Building	114.2	120.1	120.1	120.1	111.9	117.8	117.8	117.8	111.3	117.3	117.3	117.3
Vehicle	111.1	116.0	116.0	116.0	110.5	117.5	117.5	117.5	113.6	118.7	118.7	118.7
Other	112.3	120.3	120.3	120.4	110.8	117.3	117.3	117.3	111.1	120.2	120.2	120.2
Clerks	111.8	117.2	117.4	117.6	110.8	116.1	116.2	116.2	111.8	116.8	116.8	116.8
Salespersons and personal service workers	111.2	117.5	117.9	119.5	112.9	120.7	120.7	120.7	113.0	118.5	118.5	118.5
Plant and machine operators, and drivers	112.2	119.4	119.7	119.7	110.2	116.5	116.6	116.6	112.3	119.2	119.2	119.2
Rail and road transport drivers	111.7	119.5	120.0	120.0	109.9	116.7	116.7	116.7	112.5	120.1	120.1	120.1
Machine operators	112.6	119.0	119.4	119.4	110.2	118.4	118.4	118.4	112.5	121.0	121.0	121.0
Other plant operators	112.5	119.5	119.6	119.6	110.5	115.8	115.8	115.8	112.1	117.5	117.5	117.5
Labourers and related workers	112.5	118.5	118.6	118.7	110.9	116.9	116.9	116.9	113.0	119.3	119.3	119.3
Trades assistants and factory hands	112.6	118.5	118.6	118.6	110.6	117.7	117.7	117.7	113.5	120.1	120.1	120.1
Construction and mining labourers	113.2	118.8	118.9	118.9	110.6	115.7	115.7	115.7	112.7	116.9	116.9</	

TABLE 13. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATE - continued

BASE : JUNE 1985 = 100.0

Occupation	1988			1989		1988		1989		1988		1989	
	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	
	FEMALES												
	NSW			Vic.			Qld						
Managers and administrators	111.8	117.4	118.3	118.3	111.8	117.9	117.9	118.8	112.8	119.1	119.4	119.4	
Professionals	110.0	113.2	113.4	113.6	109.9	112.7	112.7	112.7	110.9	116.3	116.4	116.4	
Teachers and instructors	109.5	111.5	111.5	111.5	109.3	111.2	111.2	111.2	110.5	115.2	115.2	115.2	
Other professionals	111.1	117.2	117.8	118.7	111.2	115.9	115.9	115.9	112.1	119.4	119.4	119.4	
Para-professionals	114.6	122.4	122.6	122.6	120.2	128.6	128.6	128.6	113.7	122.6	123.6	123.6	
Registered nurses	116.7	126.2	126.4	126.4	125.6	136.8	136.8	136.8	114.8	124.2	125.5	125.5	
Other para-professionals	110.7	115.5	115.7	115.7	112.1	116.3	116.3	116.3	110.9	118.5	118.6	118.6	
Tradespersons	112.9	119.1	119.1	119.1	111.4	119.0	119.0	119.7	110.5	117.0	117.0	117.4	
Clerks	113.1	119.2	120.9	120.9	112.5	117.9	117.9	117.9	112.6	118.8	118.9	118.9	
Stenographers	112.8	118.9	120.7	120.7	112.0	117.1	117.2	117.2	112.9	119.4	119.5	119.5	
Receptionists	113.1	120.0	121.9	121.9	112.7	118.4	118.5	118.5	113.8	120.1	120.2	120.2	
Other clerks	113.2	119.1	120.8	120.8	112.6	118.0	118.0	118.1	112.3	118.3	118.4	118.4	
Salespersons and personal service workers	112.7	120.3	121.5	121.5	113.2	120.3	120.4	121.7	111.3	118.6	118.9	118.9	
Salespersons	111.2	117.8	120.0	120.0	110.9	117.4	117.4	119.2	110.6	117.4	117.4	117.4	
Personal service workers	114.5	123.3	123.4	123.4	120.3	129.1	129.1	129.3	113.2	121.9	123.0	123.0	
Plant and machine operators, and drivers	113.4	121.4	121.4	121.5	112.1	122.2	122.2	122.2	113.0	120.9	120.9	121.0	
Machine operators	113.6	122.0	122.0	122.1	112.1	122.5	122.5	122.5	113.3	121.6	121.6	121.6	
Other plant and machine operators, and drivers	111.8	117.0	117.1	117.1	112.0	118.0	118.0	118.0	111.8	117.9	117.9	118.5	
Labourers and related workers	112.0	118.7	118.7	118.8	112.6	119.9	119.9	120.0	110.7	117.9	118.2	118.2	
Trades assistants and factory hands	112.9	118.9	119.0	119.0	113.3	121.2	121.2	121.2	111.6	117.8	117.8	117.8	
Cleaners	110.5	117.1	117.1	117.1	111.2	118.5	118.5	118.9	110.4	118.3	118.4	118.4	
Other labourers	111.4	118.8	119.0	119.0	111.7	118.3	118.3	118.6	110.5	117.7	118.1	118.2	
All occupation groups	112.6	118.9	119.9	119.9	112.7	119.1	119.1	119.3	112.0	118.7	118.9	118.9	
	SA			WA			Tas.						
Managers and administrators	111.3	118.4	118.7	119.1	112.4	118.7	119.0	119.0	112.4	116.9	116.9	116.9	
Professionals	110.1	112.9	112.9	113.0	109.6	113.2	113.2	113.3	109.0	110.9	110.9	110.9	
Teachers and instructors	109.5	111.5	111.5	111.5	109.3	111.3	111.3	111.3	108.8	110.4	110.4	110.4	
Other professionals	112.1	117.2	117.4	117.7	109.8	114.9	115.0	115.1	110.4	114.2	114.2	114.2	
Para-professionals	117.9	124.5	124.5	124.6	113.9	119.3	119.3	119.3	116.4	121.1	121.1	121.1	
Registered nurses	120.4	127.4	127.4	127.4	116.1	122.4	122.4	122.4	119.4	125.1	125.1	125.1	
Other para-professionals	113.4	119.3	119.4	119.6	109.4	112.9	112.9	113.0	110.0	112.8	112.8	112.8	
Tradespersons	112.2	119.0	119.0	119.2	111.4	117.4	117.4	117.4	113.6	120.9	120.9	120.9	
Clerks	111.7	119.7	120.3	121.5	110.9	117.6	118.0	118.0	112.0	118.3	118.3	118.3	
Stenographers	110.8	119.7	120.5	122.0	110.0	116.5	117.0	117.0	111.5	118.6	118.6	118.6	
Receptionists	111.9	120.5	121.1	122.3	111.9	119.2	119.6	119.6	112.1	120.0	120.0	120.0	
Other clerks	111.9	119.5	120.1	121.2	110.9	117.4	117.7	117.7	112.1	117.8	117.8	117.8	
Salespersons and personal service workers	113.8	120.8	121.1	122.6	113.4	120.9	121.0	121.0	114.8	120.8	120.8	120.8	
Salespersons	111.6	118.8	119.2	121.3	112.4	120.7	120.8	120.8	114.2	120.2	120.2	120.2	
Personal service workers	120.2	126.8	126.8	126.8	115.2	121.4	121.4	121.4	116.5	122.5	122.5	122.5	
Plant and machine operators, and drivers	114.1	121.9	122.2	122.2	112.3	119.9	119.9	119.9	114.1	123.8	123.8	123.8	
Machine operators	113.9	121.9	122.2	122.2	113.1	122.2	122.2	122.2	114.1	123.8	123.8	123.8	
Other plant and machine operators, and drivers	115.4	121.5	121.9	121.9	110.1	113.4	113.4	113.4	113.0	122.2	122.2	122.2	
Labourers and related workers	112.9	120.4	120.5	120.8	112.2	117.7	117.8	117.8	113.1	121.7	121.7	121.7	
Trades assistants and factory hands	113.0	119.3	119.4	119.4	111.2	119.6	119.6	119.6	113.8	121.7	121.7	121.7	
Cleaners	112.7	120.8	120.8	120.8	110.6	114.7	114.7	114.7	113.0	122.4	122.4	122.4	
Other labourers	112.8	121.2	121.3	122.0	112.9	118.3	118.3	118.3	113.0	121.4	121.4	121.4	
All occupation groups	112.5	119.4	119.7	120.5	111.9	118.1	118.2	118.3	112.7	118.5	118.5	118.5	

TABLE 14. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : STATES AND TERRITORIES

BASE : JUNE 1985 = 100.0

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Males									
1988									
January	111.3	112.1	111.6	112.0	110.6	111.8	109.8	110.7	111.5
February	113.7	114.4	113.7	114.2	112.9	114.3	111.5	112.2	113.8
March	113.8	114.4	114.2	114.3	113.2	114.4	112.0	112.2	114.0
April	113.8	114.5	114.3	114.4	113.3	114.4	112.0	112.3	114.1
May	113.9	114.5	114.5	114.5	113.5	114.4	112.1	112.3	114.1
June	113.9	114.6	114.6	114.5	113.6	114.4	112.6	112.5	114.2
July	114.0	114.9	114.8	114.7	114.0	114.8	112.6	112.6	114.4
August	114.2	115.0	114.8	114.9	114.0	114.9	112.6	112.6	114.5
September	115.9	117.4	117.7	117.5	116.2	117.5	114.1	114.6	116.7
October	116.0	117.5	117.8	117.6	116.4	117.6	114.1	115.0	116.9
November	116.1	117.6	117.9	117.6	116.5	117.6	114.1	115.0	116.9
December	116.2	117.6	117.9	117.8	116.5	117.6	114.1	115.0	117.0
1989									
January	116.4	117.7	118.0	117.9	116.5	117.6	114.1	115.0	117.1
Annual change (%)	4.6	5.0	5.8	5.3	5.3	5.2	4.0	3.9	5.0
Females									
1988									
January	112.6	112.7	112.0	112.5	111.9	112.7	110.7	111.5	112.4
February	115.5	115.3	114.1	114.6	114.0	114.8	112.6	113.3	114.9
March	115.5	115.3	114.8	114.6	114.0	115.5	113.6	113.3	115.1
April	115.5	115.5	114.9	115.8	114.0	115.5	113.6	113.3	115.2
May	115.6	115.5	114.9	115.8	114.1	115.5	113.6	113.3	115.3
June	115.7	115.6	115.0	115.8	114.6	115.5	113.7	114.4	115.4
July	115.9	116.1	115.2	116.4	115.6	115.6	113.7	114.4	115.8
August	116.2	116.1	115.2	116.4	115.7	115.9	113.7	114.4	115.9
September	118.6	118.1	118.4	119.0	117.6	118.4	115.5	116.2	118.3
October	118.9	118.7	118.7	119.2	118.0	118.5	115.5	117.1	118.7
November	118.9	119.1	118.7	119.4	118.1	118.5	115.5	117.1	118.8
December	119.9	119.1	118.9	119.7	118.2	118.5	115.5	117.1	119.2
1989									
January	119.9	119.3	118.9	120.5	118.3	118.5	115.6	117.1	119.3
Annual change (%)	6.5	5.9	6.2	7.1	5.7	5.2	4.4	5.0	6.2
Persons									
1988									
January	111.7	112.3	111.7	112.2	111.0	112.1	110.1	111.0	111.8
February	114.3	114.7	113.8	114.3	113.2	114.4	111.9	112.6	114.1
March	114.3	114.7	114.4	114.4	113.4	114.7	112.6	112.6	114.3
April	114.3	114.8	114.5	114.8	113.5	114.7	112.6	112.6	114.4
May	114.4	114.8	114.6	114.8	113.7	114.7	112.6	112.7	114.5
June	114.5	114.9	114.7	114.9	113.9	114.7	113.0	113.2	114.6
July	114.6	115.3	114.9	115.2	114.4	115.0	113.0	113.2	114.8
August	114.8	115.4	114.9	115.3	114.5	115.2	113.0	113.2	114.9
September	116.7	117.6	117.9	117.9	116.6	117.7	114.6	115.2	117.2
October	116.9	117.9	118.1	118.1	116.9	117.8	114.6	115.7	117.4
November	116.9	118.0	118.1	118.1	117.0	117.8	114.6	115.7	117.5
December	117.3	118.1	118.2	118.3	117.0	117.8	114.6	115.7	117.7
1989									
January	117.5	118.2	118.3	118.7	117.0	117.8	114.6	115.7	117.8
Annual change (%)	5.2	5.3	5.9	5.8	5.4	5.2	4.1	4.3	5.4

EXPLANATORY NOTES

Introduction

1. This publication contains indexes for weekly and hourly award rates of pay for full-time adult wage and salary earners. These indexes have been compiled on a monthly basis since the base month of June 1985.

2. The methodology used to construct the Award Rates of Pay Indexes is in general similar to that used for other indexes such as the Consumer Price Index and the Wholesale Prices Index. It is based on a representative 'basket' of award rates of pay. The indexes are constructed by weighting award rates of pay for selected classifications according to the pattern of employment that existed at May 1985. The 'basket' of classifications, and their weights remain constant during the life of the indexes, so changes in the indexes reflect general *trends* in award rates of pay over time. They do not measure relative *levels* of average award rates of pay between States, industries, awards and occupations.

3. All award rates of pay series are expressed as index numbers with a reference base of June 1985 = 100.0. The December 1987 issue of this publication contains the first release of these series. That issue provides a large number of series covering the period from June 1985, as well as four appendixes containing:

- distribution of the weights used to construct the indexes;
- weighted average minimum standard hours at the base period;
- weighted average minimum award rates of pay at the base period;
- factors for linking the current and previous series.

4. The base for the new series of June 1985 has been determined using data obtained from the Survey of Employee Earnings and Hours conducted in May 1985. These series replace an earlier series which covered the period June 1976 to November 1987. Note that separate indexes for wage earners and wage and salary earners are not provided in the current series, because of difficulties in distinguishing wage and salary earners in award documentation or in the survey from which employment numbers were obtained. For more information regarding the methodological and conceptual differences between the previous series and the current series, refer to *Information Paper : Award Rates of Pay Indexes* (6343.0) released on 11 February 1988.

Scope and coverage

5. The award rates of pay for full-time adult employees, which are normally varied in accordance with awards, determinations or registered collective agreements, have been selected in the indexes. The indexes cover 3.0 million persons (2.1 million males and 0.9 million females). Approximately 3 per cent of full-time adult employees are covered by unregistered agreements (i.e. those agreements made by an employer with a group of employees and which are not registered with a Federal or State industrial arbitration authority). For statistical purposes these have been considered to be

similar to awards. The rates prescribed in the more important of these, such as the collective agreement between the State Transport Authority of Victoria and some of its employees, have been included in the indexes.

6. Rates of pay applicable to approximately 16 per cent of full-time adult employees who are not covered by awards, determinations or registered or unregistered collective agreements, are not covered by the indexes. This includes those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered agreement.

Collection of award information

7. Information on award rates of pay for selected classifications is obtained from a variety of sources. The primary updating sources are advices of award variations determined or authorised by industrial tribunals. A number of secondary sources are also used including the Employers' Federation of N.S.W. and the Victorian Employers' Federation. Information obtained by these means is used to update award rates of pay for each selected classification on a monthly basis and used for the compilation of the monthly indexes.

Design of the indexes

Selection of the classifications

8. The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The Survey collected information on the industry and occupation of individual employees, the award under which they are covered and their award classification.

9. This information was used to stratify classifications by industry, occupation and State as part of a sample design which ensured that the indexes have been produced at a satisfactory level of reliability for all cross-classifications included in the series.

10. A sample of approximately 700 awards and 5,500 award classifications has been selected for inclusion in the indexes.

Compilation

11. Data on the award rates of pay from June 1985 and subsequent months have been compiled for each of the selected award classifications. Estimates of weighted average award rates were calculated by expanding data from the sample of award classifications. The estimates for June 1985 for each component of the series were then converted to an index value of 100.0.

Weighting

12. The weighting pattern of the indexes is determined at the award classification level. The weights applied to the award classifications included in the indexes are derived from the May 1985 Survey of Employee Earnings and Hours. The distribution of the weights used in the construction of the index is shown in Appendix A of the December 1987 issue of this publication.

13. Awards have been divided into two groups, 'major' awards and 'minor' awards, depending on the estimated employment coverage of each award. All 200 major awards have been included in the indexes, while only a sample of approximately 500 minor awards have been included. For classifications selected within major awards, the employment benchmarks have been inflated in the indexes to account for the total employment within the award. For classifications selected within minor awards, employment benchmarks have been inflated in the index to account for the total employment coverage of all minor awards.

Limitations of weighting

14. The index is a fixed weight index. The weights of the index need to be reviewed periodically because of the problems inherent with having a fixed weight index. In particular, the index is not responsive to changes in the structure and coverage of awards, and is likely to become less representative and therefore less reliable over time. An example of this type of problem occurred with the Victorian Nurses Award. This award underwent a major restructuring during 1986 with some classifications being amalgamated and others being split into two or more classifications. This type of restructuring of an award in the index means that an equivalent classification needs to be selected from the revised award structure. However, until a complete review of the indexes is carried out, the old weighting structure must be used.

15. Another example of the problems that can occur with fixed weight indexes concerns second-tier variations (March 1987 National Wage Case decision). In general, second-tier variations have been applied to all employees covered by an award. In some cases however, the second-tier increase has only been granted to a proportion of the employees covered by the award. Because of the fixed weights of the index a partial increase to the award cannot be included in the index. In such cases the index is varied if the increase applies to the majority of the employees covered by the award.

Revision of the indexes

16. In some cases, when awards etc. are varied, the new award rates are made retrospective. In addition there is sometimes a considerable delay in the receipt of notification of changes in award rates in respect of the classification included in the indexes. Because of these factors the figures in this publication are subject to revision. Revisions for States, industries and occupations are included in this publication. Revised figures for each industry and occupation group in each State are available on request.

Definitions

17. The award rates of pay used in the compilation of the indexes :

Include

- (i) the base rate and any allowances or loadings that are applicable to ALL employees under a specific award classification (e.g. industry allowance);
- (ii) supplementary payments when they are specified within the award.

Exclude

- (iii) remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not reflect the true level of remuneration of these employees;
- (iv) superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement.

18. The *weekly award rates of pay series* for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index.

19. The *hourly award rates of pay series* for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award.

20. Estimates of *standard weekly hours of work* are included as an appendix to the June and December issues of this publication. These estimates apply to all wage and salary earners where standard hours are specified in the award etc. They refer to weighted average standard weekly hours of work where the weighting is based on the weights used for the construction of the award rates of pay indexes.

21. Estimates of the *weighted average minimum weekly award rates of pay* are based on the weights used in the construction of the award rates of pay indexes. The weighted average minimum award rates of pay at the base period are included as Appendix C of the December 1987 issue of this publication.

Reliability of indexes

22. Since the indexes are based on information obtained from a sample of employers they are subject to sampling variability. That is, they may differ by chance from figures that would have been produced if all employers had been included in the survey.

23. Inaccuracies may also occur because of imperfections by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*. Although considerable care is taken in questionnaire design; in the instructions given to employers on how to select a sample of their employees; in editing the survey returns; and in relating the figures to comparable statistics, these inaccuracies may occur in any enumeration, whether it be a full count or a sample. As an example, non-sampling error may occur in the survey where employers are uncertain of the precise awards and classifications which cover their employees.

Comparability of results

24. When comparisons are made between period-to-period movements in the Award Rates of Pay Indexes (ARPI) and movements in Average Weekly

Ordinary Time Earnings (AWOTE) for full-time adults published in *Average Weekly Earnings, States and Australia* (6302.0) it is important to recognise the different coverage, scope, definitions and methodology used in the construction of each series. In particular, the AWOTE series includes a number of payments additional to award rates of pay used in compiling ARPI. Allowances covered under awards which are not industry or occupation-wide in their application such as site, travelling, height or dirt allowances, are excluded from ARPI but included in AWOTE. The AWOTE series also includes other payments such as shift penalty payments and over-award pay. A significant number of employees are not covered by awards but are included in AWOTE. The AWOTE series is also affected by compositional changes in the labour force. However ARPI is not similarly affected, being a fixed-weight index constructed from a representative 'basket' of occupations selected from the May 1985 Survey of Employee Earnings and Hours. It is subject to reselection and rebasing at infrequent intervals. Other factors affecting comparisons between the two series include seasonal influences on earnings and differences between the two series in the treatment of retrospective pay increases. A detailed description of the methodology, scope, and definitions used in compiling AWOTE is featured in Catalogue No. 6302.0.

Classification of industry and occupation

25. Industry is classified according to the *Australian Standard Industrial Classification (ASIC)*, 1983 (1201.0). Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO)* (1222.0).

General increases in award wages

26. Details of general increases in award wages as a result of wage hearings since 1980 are included as an appendix to those issues of this publication which correspond to the month in which general wage increases have been awarded. Information for earlier periods was published in *Labour Statistics, Australia, 1980* (6101.0) and earlier issues of that publication.

Related publications

27. For details of previously published indexes reference should be made to previous issues of this publication and the following publications:

For the period March 1939 to June 1965: *Minimum Wage Rates* (6313.0)

For the period June 1965 to June 1972: *Wage Rates Indexes* (6314.0)

For the period July 1972 to June 1975: *Wage Rates and Earnings* (6312.0)

For the period July 1975 to August 1982: *Wage Rates Indexes* (6312.0)

For the period September 1982 to November 1987: *Award Rates of Pay Indexes, Australia* (6312.0).

28. Users may also be interested in the following publications:

Information Paper: Award Rates of Pay Indexes (6343.0)

Distribution and Composition of Employee Earnings and Hours, Australia (6306.0) — annual

Average Weekly Earnings, Australia, Preliminary (6301.0) and final publication *Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly

Incidence of Awards, Australia, May 1985 (6315.0)

Labour Statistics, Australia (6101.0) — annual

A Guide to Labour Statistics (6102.0) — annual

Labour Statistics in Brief (6104.0) — annual

Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurements and Usage

29. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue of Publications and the Publications Advice are available from any ABS office.

Unpublished statistics

30. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer printout, clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to the officer whose name appears in the *Phone Inquiries* section of the inquiries box at the front of this publication, or to Information Services in the nearest ABS office.

Symbols and other usages

... not applicable

31. As the indexes are rounded to one decimal place, discrepancies may occur between the published annual percentage changes in Tables 4, 5, 8, 9 and 14 and the value which would be produced by calculating the percentage change from the published statistics.

Electronic services

VIATEL Key *656# for selected current economic, social and demographic statistics.

AUSSTATS Thousands of up-to-date time series are available on this ABS on-line service through CSIRONET.

For further information phone the AUSSTATS Help Desk on (062) 52 6017.

TELESTATS This service provides foreign trade statistics tailored to users' requirements.

Further information is available on (062) 52 5404.

Floppy disk service

Selected ABS statistics are available on floppy disk. Further information is available on (062) 52 6684.

IAN CASTLES
Australian Statistician

